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VARIATION SCHEDULES—*continued*

HOSPITAL SALARIED OFFICERS' AWARD 1968 NO. 39 OF 1968

SCHEDULE A MINIMUM SALARIES

(1) Subject to the provisions of Clause 9. – Salaries and to the provisions of this Schedule the minimum annual salaries for employers bound by the Award are set out hereinafter.

(2) Minimum Salaries:

LEVELS	CURRENT	ASNA	NEW
Level 1 under 17 years of age	11363	2894	14257
17 years of age	13270	3380	16650
18 years of age	15490	3945	19435
19 years of age	17929	4566	22495
20 years of age	20135	5128	25263
21 years of age 1 st year of service	22117	5633	27750
22 years of age 2 nd year of service	22771	5633	28404
23 years of age 3 rd year of service	23421	5633	29054
24 years of age 4 th year of service	24069	5738	29807
Level 2	24720	5738	30458
	25371	5738	31109
	26120	5634	31754
	26638	5634	32272
	27403	5634	33037
Level 3	28307	5634	33941
	29010	5634	34644
	29749	5634	35383
	30928	5634	36562
Level 4	31545	5634	37179
	32470	5634	38104
	33421	5634	39055
	34772	5529	40301
Level 5	35476	5529	41005
	36443	5529	41972
	37438	5425	42863
	38462	5425	43887
Level 6	40434	5425	45859
	41898	5425	47323
	43978	5425	49403

LEVELS	CURRENT	ASNA	NEW
Level 7	45091	5425	50516
	46501	5425	51926
	47962	5425	53387
Level 8	50097	5425	55522
	51847	5425	57272
Level 9	54495	5425	59920
	56337	5425	61762
Level 10	58354	5425	63779
	61598	5425	67023
Level 11	64189	5425	69614
	66824	5425	72249
Level 12	70437	5425	75862
	72878	5425	78303
	75662	5425	81087

(a) 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.

(b) (i) For the purposes of this paragraph, 'Medical Typist' and 'Medical Secretary' shall mean those employees classified on a classification equivalent to Level 1, 2, or 3 who spend at least 50% of their time typing from tapes, shorthand, and/or Doctor's notes of case history, summaries, reports or similar material involving a broad range of medical terminology.

(ii) A Medical Typist or Medical Secretary shall be paid a medical terminology allowance of an amount equivalent to 5.15% of Level 2 increment 3 per annum, which shall be converted to an hourly rate to enable payment:

(aa) on a fortnightly basis;

(bb) on a proportionate basis for a part time employee;

(iii) Notwithstanding any other provisions of this paragraph, where an employee, classified equivalent to Level 1, 2 or 3 (other than an employee for whom training or instruction is a formal requirement of their job) has been instructed to provide short-term training or instruction in medical terminology, the employee shall be paid the medical terminology allowance on an hourly basis for the hours so worked.

(c) Where State Wage Case decisions of the Western Australian Industrial Relations Commission result in an expressed money adjustment to adult (21 years and over) salaries under this clause, the rates for Level 1 employees under 21 years shall be calculated using the following formula:

Current junior rate ÷ Current Level 1 (21 years, 1st year of service) rate x ASNA rate for Level 1 (21 years, 1st year of service) = Junior ASNA rate.

The junior ASNA rate is added to the Current Junior Rate to obtain the applicable New Junior rate.

(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 Architect, Audiologist, Bio Engineer, Chemist, Dietitian, Engineer, Medical Scientist, Librarian, Occupational Therapist, Physiotherapist, Physicist, Pharmacist, Clinical Psychologist, Psychologist, Research Officer, Scientific Officer, Social Worker, Speech Pathologist, Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Orthotist, Certified Clinical Perfusionist or any other professional calling as agreed between the Union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	NEW
LEVEL 3/5	28307	5634	33941
	29749	5634	35383
	31545	5634	37179
	33421	5634	39055
	36443	5529	41972
LEVEL 6	38462	5425	43887
	40434	5425	45859
	41898	5425	47323
LEVEL 7	43978	5425	49403
	45091	5425	50516
	46501	5425	51926
LEVEL 8	47962	5425	53387
	50097	5425	55522
	51847	5425	57272
LEVEL 9	54495	5425	59920
	56337	5425	61762
LEVEL 10	58354	5425	63779
	61598	5425	67023
LEVEL 11	64189	5425	69614
	66824	5425	72249

- | LEVELS | CURRENT | ASNA | NEW |
|----------|---------|------|-------|
| LEVEL 12 | 70437 | 5425 | 75862 |
| | 72878 | 5425 | 78303 |
| | 75662 | 5425 | 81087 |
- (b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 3/5 under this subclause:
- (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 subclause 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 following conditions shall apply to employees in the callings detailed below:
Engineers –
Employees employed in the calling of Engineer and who are classified Level 3/5 under this Award shall be paid a minimum salary at the rate prescribed for the maximum of Level 3/5 where the employee 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 –
 - (i) having graduated in a four of five academic year 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
 - (ii) 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.
- (5) (a) An employee appointed as a Clinical Psychologist Registrar (Grade 1) shall commence at Level 6.1 and shall progress to Level 6.3 in the second year.
- (b) An employee appointed as a Clinical Psychologist (Grade 2) shall commence at Level 7.3 and shall progress by annual increments to Level 9.2.
- (c) Progression from Clinical Psychologist Registrar (Grade 1) to Clinical Psychologist (Grade 2) shall occur with effect from the date registration as a “Clinical Psychologist” is conferred by the Psychologists’ Board of Western Australia and the relevant positions may be advertised at Grade 1 or Grade 2 when vacant.
- (d) “Clinical Psychologist (Grade 2)” shall mean a Clinical Psychologist who:
- (i) is registered with the Psychologists’ Board of Western Australia;
 - (ii) has a thorough knowledge of the methods, principles and practices of the profession;
 - (iii) works under general to limited direction; and
 - (iv) has an ability to practice psychology with a high degree of initiative and experience.
- (e) The classification and grading structure for Clinical Psychologists above Grade 2 shall be as agreed from time to time between the Employer and the Union, and shall be published by the Employer in an Operational Circular.

HOSPITAL WORKERS (CLEANING CONTRACTORS - PRIVATE HOSPITALS) AWARD 1978 NO. R2 OF 1977

32. - 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 Adjustments \$	Arbitrated Safety Net Rate \$	Minimum Weekly \$
(a) Cleaner:			
1st year of employment	369.80	142.00	511.80
2nd year of employment	374.30	142.00	516.30
3rd year of employment and thereafter	378.30	142.00	520.30

	Base Rate Adjustments	Arbitrated Safety Net Rate	Minimum Weekly
	\$	\$	\$
(b) Window Cleaner:			
1st year of employment	378.30	142.00	520.30
2nd year of employment	382.60	142.00	524.60
3rd year of employment and thereafter	387.10	142.00	529.10

(c) Junior Hospital Workers:

The minimum rate of wage payable to junior hospital employees shall be the following percentage of the prescribed wage during the first year of employment for an adult employee doing the same class of work.

	%
Under 17 years of age	50
Under 18 years of age	70
Under 19 years of age	80
At 19 years of age	100

(d) Casual Employees shall be paid a loading of 25% over the rates specified.

(2) General Conditions:

(a) Leading Hands: In addition to the rates herein prescribed a leading hand shall be paid per week –

	\$
(i) If placed in charge of not less than three and not more than 10 other workers	18.20
(ii) If placed in charge of more than 10 and not more than 20 other workers	27.40
(iii) If placed in charge of more than 20 other workers	36.50

(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 shall be by automatic progression subject to satisfactory service.

(c) In determining the year of employment of a worker 19 years of age or over employment while under the age of 19 years shall not be counted in determining the year of employment at or over 19 years of age.

(d) The hourly rate shall be calculated by dividing the weekly rate herein by 40.

(e) 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.

(f) 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.

HOSPITAL WORKERS (GOVERNMENT) AWARD NO. 21 OF 1966

39. - 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	Minimum Weekly Rate
	\$	\$	\$
Hospital Worker Level One			
Carpark Attendant			
Cleaner			
Domestic			
Gardener (Other)			
Food Service Attendant			
Kitchen Attendant			
Laboratory Attendant (Grade 1)			
Laundry Worker			

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
Hospital Worker Level One—continued			
Orderly/Cleaner (Perth Dental Hospital)			
Orderly (Other)			
1st year of employment	369.50	142.00	511.50
2nd year of employment	374.10	142.00	516.10
3rd year of employment and thereafter	378.00	142.00	520.00
Hospital Worker Level Two			
Animal House Attendant (Grade 1)			
Cafeteria Assistant (R.P.H.)			
Canteen Attendant (P.M.H.)			
Dental School Orderly			
Dry Cleaner			
First Laundry person (Country Hospitals - where more than one employed)			
Gardener (only one employed, PDH)			
Gardener and Propagator (Sunset)			
House Parent (Mt Henry, Bunbury, Albany)			
Hygiene Orderly (no driving - RPH)			
Machinist (other including any alterations)			
Orderly (handling patients)			
Senior Gardener (RPH)			
Steward (Sunset, Swanbourne/Graylands)			
Theatre Assistant (1st year R.P.H.)			
Ward Assistant (P.M.H.)			
Washing Machine Hands (including Hydros)			
1st year of employment	374.60	142.00	516.60
2nd year of employment	379.60	142.00	521.60
3rd year of employment and thereafter	383.80	142.00	525.80
Hospital Worker Level Three			
All Purpose Orderly			
Call Room Orderly (RPH, PMH, Fremantle and SCGH)			
CSSD Assistant (1st year)			
CSSD Orderly (RPH 1st year)			
Farm Assistant (Whitby Falls, Quo Vadis)			
Gardener and Propagator (M.H.S.)			
Gardener Herbicides (M.H.S.)			
Handyperson			
Hydrotherapy Attendant (1st year)			
Machinist (who cuts and fits)			
Menu Assistants			
Shaving Orderly (RPH, Fremantle)			
Theatre Assistant (Thereafter - RPH)			
Theatre Orderly (1st year RPH, SCGH, Osborne Park Hospital and Bicton Annexe)			
Theatre Orderly (Fremantle Hospital, Princess Margaret Hospital, King Edward Memorial Hospital and Perth Dental Hospital)			
Call Room Orderly (KEMH)			
Birth Suite & Theatre Orderly (KEMH)			
1st year of employment	383.40	142.00	525.40
2nd year of employment	388.00	142.00	530.00
3rd year of employment and thereafter	392.00	142.00	534.00
Hospital Worker Level Four			
Animal House Attendant (Grade 2)			
Cook (other)			
CSSD Assistant (Thereafter)			
CSSD Orderly (Thereafter - RPH)			
Dry Cleaner (Swanbourne, Graylands)			
Hydrotherapy Attendant (Thereafter)			
Hygiene Orderly (Driving - RPH)			
Laboratory Attendant (Grade 2)			

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
Hospital Worker Level Four—continued			
Theatre Orderly (Thereafter - RPH, SCGH, Osborne Park and Bicton Annexe)			
1st year of employment	388.90	142.00	530.90
2nd year of employment	393.40	142.00	535.40
3rd year of employment and thereafter	397.10	142.00	539.10
Hospital Worker Level Five			
Assistant Dining Room Supervisor (RPH)			
Cook (only one employed)			
Driver (less than 3 tonnes)			
Central Linen Room Supervisor (RPH)			
Deputy Head Orderly (other hospitals)			
Domestic Supervisor (Pyrton)			
Head Gardener (Sunset, Manjimup and Narrogin)			
Linen Services Supervisor (Fremantle and KEMH)			
Linen Room Supervisor (Heathcote and Lemnos)			
Linen Supervisor (Perth Dental Hospital)			
Programme Assistants Alcohol and Drug Authority			
Trainee Food Supervisor (RPH)			
Machinist Supervisor (Pyrton)			
Machinist Supervising Patients (Mental Health)			
Storeperson (Grade 1)			
1st year of employment	399.10	142.00	541.10
2nd year of employment	403.90	142.00	545.90
3rd year of employment and thereafter	408.30	142.00	550.30
Hospital Worker Level Six			
Bus Driver (less than 25 passengers)			
Driver (over 3 tonnes)			
Storeperson (Grade 2)			
Hairdresser			
1st year of employment	403.00	142.00	545.00
2nd year of employment	406.40	142.00	548.40
3rd year of employment and thereafter	409.80	142.00	551.80
Hospital Worker Level Seven			
Bus Driver (over 25 Passengers)			
Second Cook (other hospitals)			
Storeperson (Grade 3)			
Transport Officer (RPH)			
1st year of employment	411.90	142.00	553.90
2nd year of employment	416.80	144.00	560.80
3rd year of employment and thereafter	421.00	144.00	565.00
Hospital Worker Level Eight			
Assistant Supervisor Cleaning Services (Swanbourne/Graylands)			
Cafeteria Supervisor (PMH)			
Canteen Supervisor (PMH)			
Carpenter (Fremantle, Mental Health)			
Cleaning Services Supervisor (KEMH)			
Deputy Head Orderly (Major Metropolitan Hospitals)			
Head Gardener (Kalgoorlie, Bunbury and Geraldton)			
Head Orderly (Perth Dental Hospital)			
Horticulturist			
Laundry Supervisor (Geraldton)			
Laundry Supervisor (PMH)			
Pantry Supervisor (KEMH)			
Projectionist			
1st year of employment	427.70	144.00	571.70
2nd year of employment	434.10	144.00	578.10
3rd year of employment and thereafter	439.80	144.00	583.80

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
Hospital Worker Level Nine			
Assistant Housekeeper (Fremantle)			
Bootmaker			
Butcher, where appointed as such			
Cafeteria Supervisor (RPH)			
Cleaning Services Supervisor (Heathcote, Lemnos, Pyrton)			
Deputy Head Orderly (SCGH)			
Dining Room Supervisor (PMH, KEMH and RPH)			
First Butcher			
First Cook (other hospitals)			
Head Orderly (Mt Henry)			
Housekeeper (Country Hospitals - under 20 beds)			
Head Gardener (PMH, Fremantle, SCGH and KEMH)			
Rehabilitation Assistants (ADA)			
Second Cook (RPH, SCGH, Fremantle PMH, KEMH and Graylands)			
Senior Food Service Attendant (Hospitals with less than 100 beds)			
1st year of employment	445.10	144.00	589.10
2nd year of employment	451.10	144.00	595.10
3rd year of employment and thereafter	457.00	144.00	601.00
Hospital Worker Level Ten			
Assistant Housekeeper (SCGH)			
Cleaning Services Supervisor (Port Hedland)			
Head Orderly (KEMH)			
Housekeeper (Mt Henry and Pyrton)			
Housekeeper (Country Hospitals - 20 beds and over)			
Laundry Supervisor (Narrogin)			
Senior Food Service Attendant (Hospitals with 100 or more beds)			
Tradesperson Cook			
1st year of employment	454.80	144.00	598.80
2nd year of employment	459.10	144.00	603.10
3rd year of employment and thereafter	462.90	142.00	604.90
Hospital Worker Level Eleven			
Chef (other hospitals)			
Head Orderly (PMH, Fremantle, Sunset and RPRH)			
Housekeeper (Olive Jones Nurses' Home)			
Housekeeper (Fremantle Hospital)			
Linen Room and Despatch Supervisor (Swanbourne/Graylands)			
Linen Services Supervisor (PMH)			
Linen Supervisor (SCGH)			
1st year of employment	475.30	142.00	617.30
2nd year of employment	481.50	142.00	623.50
3rd year of employment and thereafter	487.70	142.00	629.70
Hospital Worker Level Twelve			
Chef (RPH and MHS)			
1st year of employment	491.90	142.00	633.90
2nd year of employment	498.20	142.00	640.20
3rd year of employment and thereafter	504.60	142.00	646.60
Hospital Worker Level Thirteen			
Head Orderly (SCGH)			
Orderly and Transport Services Co-ordinator			
1st year of employment	516.80	140.00	656.80
2nd year of employment	523.30	142.00	665.30
3rd year of employment and thereafter	530.20	142.00	672.20

(2) Junior Hospital Employees:

The minimum rate of wage payable to junior employees shall be the following percentage of the prescribed wage during the first year of employment for an adult employee doing the same class of work.

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

The percentages outlined above will also apply for the purpose of calculating the shift penalty loading payable pursuant to clauses 16, 17, 21 and 22 of this award.

- (3) Telephonists and receptionists (Graylands). The rates payable from time to time to telephonists in the public service shall apply.
- (4) General Conditions:
 - (a) Casual employees shall be paid at the rate of 20 percent in addition to the rates herein prescribed.
 - (b) Except where this clause specifies classifications which require the employee to be in charge of other employees, any employee who is placed in charge of:
 - (i) not less than three and not more than ten other employees shall be paid \$17.90 per week in addition to the ordinary wage prescribed by this clause;
 - (ii) more than 10 and not more than ten other employees shall be paid \$26.80 per week in addition to the ordinary wage prescribed by this clause;
 - (iii) more than 20 other employees shall be paid \$35.70 per week in addition to the ordinary wage prescribed by this clause.
 - (c) In this clause the term 'year of employment' shall mean year of service with the employing hospital.
 - (d) 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 or public holidays shall be adjusted to reflect the relationship which the additional payment bears to the amount of \$457.65 as at the 1 January, 1990.

(5) An employee who regularly performs shift or weekend work shall be paid for Accrued Days Off, including shift or weekend penalties, when those days are taken as leave and at the rate which applied when they were accumulated.

(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.

HOSPITAL WORKERS (N'GALA) AWARD 1958 NO. 6A OF 1958

32. - 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 \$	Minimum Weekly Rate \$
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HOSPITAL WORKER LEVEL 1:

Comprehends the following classes of work:

- Cleaner
- 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	142.00	511.80
2nd year of employment	374.30	142.00	516.30
3rd year of employment and thereafter	378.30	142.00	520.30

HOSPITAL WORKER LEVEL 2:

Comprehends the following classes of work:

- Gardener (only one employed)
- Orderly (handling patients)

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
HOSPITAL WORKER LEVEL 1:—continued			
First Laundry Worker (where more than 1 employed)			
Washing Machine Attendant			
1st year of employment	374.90	142.00	516.90
2nd year of employment	379.80	142.00	521.80
3rd year of employment and thereafter	384.10	142.00	526.10
HOSPITAL WORKER LEVEL 3:			
Comprehends the following classes of work:			
Menu Assistants			
Gardener (Herbicide and Propagator)			
1st year of employment	383.80	142.00	525.80
2nd year of employment	388.20	142.00	530.20
3rd year of employment and thereafter	392.30	142.00	534.30
HOSPITAL WORKER LEVEL 4:			
Comprehends the following classes of work:			
Cooks			
1st year of employment	398.80	142.00	540.80
2nd year of employment	402.50	142.00	544.50
3rd year of employment and thereafter	406.20	142.00	548.20
Provided that employees who possess recognised qualification in the trade of cooking shall be paid not less than the following:			
1st year of employment	454.80	144.00	598.80
2nd year of employment	459.10	144.00	603.10
3rd year of employment and thereafter	462.90	142.00	604.90

JUNIOR HOSPITAL EMPLOYEES:

The minimum rate of wage payable to junior hospital employees shall be the following percentage of the prescribed wage for an adult employee in his/her first year of employment doing the same class of work.

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

(2) GENERAL CONDITIONS:

- (a) Where the term "year of employment" is used in this clause, it shall mean all service, irrespective of classification, with that employer.
- (b) In determining the year of employment of an employee 19 years of age or over, employment while under the age of 19 years shall not be counted in determining the year of employment at or over 19 years of age.
- (c) 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.
- (d) 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.

HOSPITAL SALARIED OFFICERS (WORKPOWER) AWARD OF 1996 NO. A 8 OF 1996**SCHEDULE B - SALARIES AND CONDITIONS****CLASSIFICATIONS**

(1) The minimum rates of salaries to be paid to employees covered by this award shall be set out hereunder.

(2) Minimum Salaries

LEVEL	Current	ASNA	NEW
Level 1			
1st year of service	21006	5633	26639
2nd year of service	21396	5633	27029
3rd year of service	21795	5633	27428
Level 2			
1st year of service	22117	5633	27750
2nd year of service	22771	5633	28404
3rd year of service	23421	5633	29054
4th year of service	24069	5738	29807
Level 3	24720	5738	30458
	25371	5738	31109
	26120	5634	31754
Level 4	26638	5634	32272
	27403	5634	33037
Level 5	28307	5634	33941
	29010	5634	34644
Level 6	29749	5634	35383
	30928	5634	36562
Level 7	31545	5634	37179
	32470	5634	38104
Level 8	33421	5634	39055
	34772	5529	40301
Level 9	35476	5529	41005
	36443	5529	41972
Level 10	37438	5425	42863
	38462	5425	43887
Level 11	40434	5425	45859
	41898	5425	47323
Level 12	43978	5425	49403
Level 13	45091	5425	50516
	46501	5425	51926
Level 14	47962	5425	53387
Level 15	50097	5425	55522
	51847	5425	57272
A 1	54027	5425	59452
2	56202	5425	61627
3	58354	5425	63779
4	60530	5425	65955
5	64189	5425	69614
6	66839	5425	72264
7	69494	5425	74919
8	72493	5425	77918
9	75675	5425	81100

(a) 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.

(b) Annual increments shall be subject to the employee's satisfactory performance over the preceding twelve months.

(c) Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission for determination.

(d) Employees who are appointed to Level 1, Level 2 or Level 3, and are under 21 years of age, salaries shall be calculated using the following percentages of the first year of service rate for the Level the employee is appointed to:

	%
Under 17 years of age	54
17 years of age	64
18 years of age	74
19 years of age	86
20 years of age	97

Notwithstanding this provision, the employer can appoint an employee to the first year of service rate or higher.

(3) **Salaries - Specified Callings and Other Professionals**

- (a) Employees who are employed in the calling of Medical Scientist, Scientific Officer, Dietitian, Occupational Therapist, Physiotherapist, Social Worker, Speech Pathologist or any other professional calling as agreed between the union and employers, shall be entitled to Annual Salaries as follows:

LEVEL	CURRENT	ASNA	NEW
Level 5/10	28307	5634	33941
	29749	5634	35383
	31545	5634	37179
	33421	5634	39055
	36443	5529	41972
Level 11/12	38462	5425	43887
	40434	5425	45859
	41898	5425	47323
Level 13/14	43978	5425	49403
	45091	5425	50516
	46501	5425	51926
Level 15	47962	5425	53387
	50097	5425	55522
	51847	5425	57272
A	1	54027	59452
	2	56202	61627
	3	58354	63779
	4	60530	65955
	5	64189	69614
	6	66839	72264
	7	69494	74919
	8	72493	77918
	9	75675	81100

- (b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 5/10 under this clause:
- Employees, who have completed an approved three academic year tertiary qualification, relevant to their calling, shall commence at the first year increment.
 - Employees, who have completed an approved four academic year tertiary qualification, relevant to their calling, shall commence at the second year increment.
 - 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.
- 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.
 - The employer in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above level 5/10 for a particular calling/s.
 - Annual increments shall be subject to the employee's satisfactory performance over the preceding twelve months.
 - Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission for determination.

- (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.

HOTEL AND TAVERN WORKERS' AWARD, 1978 NO. R 31 OF 1977

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	1.8.02	5.6.03	4.6.04
	Introductory	800.80	826.80	826.80	826.80	862.80	896.80	934.80
Level 1	Food & Beverage Attendant Grade 1 Kitchen Attendant Grade 1 Guest Services Grade 1 Gardener General Hand Yardman	830.00	856.00	858.00	860.20	896.20	930.20	968.20
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	946.40	980.40	1018.40
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	983.00	1017.00	1055.00
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	1050.40	1084.40	1122.40
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	1010.00	1040.00	1065.00	1097.80	1133.80	1167.80	1205.80
Level 6	Cook Grade 5	1060.00	1090.00	1110.00	1135.60	1171.60	1205.60	1243.60

[All rates are effective from the beginning of the first pay period commencing on or after the date shown, except for the increases resulting from the 2003 and 2004 State Wage Case Decisions, which are payable on and from 5 June 2003 and 4 June 2004 respectively.]

(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.

(3) Service Pay

An employee classified as a Level 1 and who prior to 21 February 2001 was paid 'service pay' under the award shall continue to receive that same 'service pay' amount whilst employed as a Level 1 employee by that employer. The 'service pay' amount shall not be increased or absorbed into other payments at any time.

At any time after July 2003, any party may make an application to remove this sub-clause. Further, the existence of this sub-clause and the payment of the 'service pay' amount does not prejudice any such application.

INDEPENDENT SCHOOLS (BOARDING HOUSE) SUPERVISORY STAFF AWARD NO. A 9 OF 1990**11. - SALARIES**

- (1) The minimum annual salary, according to classification and experience, payable to a supervisor shall be:

- (a) Supervisor:

	Total Salary \$ per Annum
1st year of experience	26112
2 nd year of experience	26881
3 rd year of experience	27906
4 th year of experience	28931
5 th year of experience	30061
6 th year of experience	31086

- (b) Senior Supervisor

	Total Salary \$ per Annum
1st year of experience	32520
Thereafter	34057

- (c) Relief Supervisor

(i) A relief supervisor shall be paid per rostered shift at a rate calculated at step 6 of paragraph (a) of this subclause, divided by 200.

(ii) A relief houseparent shall be paid per rostered shift at a rate calculated at step 5 of paragraph (a) of this subclause, divided by 200.

- (d) Houseparent:

Notwithstanding the provision of paragraph (a) of this subclause, the maximum salary level for this classification shall be that determined as the fifth year of experience.

- (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) On appointment as a supervisor at a boarding school, the employer shall, on production of satisfactory evidence by the employee of previous full-time equivalent experience in a similar school position, place that employee on a salary point commensurate with such previous experience.

SCHEDULE A – SALARIES (ASNA)

The following schedule provides a history of Clause 11. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 4 June 2004.

- (1) The minimum annual rate of salary payable to supervisors engaged in the undermentioned classifications shall be:

- (a) Supervisor:

	Minimum Salary \$ per Annum	ASNA	Total Salary \$ per Annum
1st year of experience	18706	7406	26112
2nd year of experience	19475	7406	26881
3rd year of experience	20500	7406	27906
4th year of experience	21525	7406	28931
5th year of experience	22550	7511	30061
6th year of experience	23575	7511	31086

- (b) Senior Supervisor:

	Minimum Salary \$ per Annum	ASNA	Total Salary \$ per Annum
1st year of experience	25113	7407	32520
Thereafter	26650	7407	34057

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.

INDEPENDENT SCHOOLS' TEACHERS' AWARD 1976 NO. R27 OF 1976

14. – SALARIES

- (1) (a) The minimum annual salary payable to teachers engaged in the undermentioned classifications shall be:

	Total Salary Per Annum \$
Step 1	29446
Step 2	30779
Step 3	32007
Step 4	33545
Step 5	34980
Step 6	36210
Step 7	37440
Step 8	38977
Step 9	40563
Step 10	41947
Step 11	43073
Step 12	44611
Step 13	46148

- (b) On appointment, a teacher shall be placed at the appropriate salary level according to qualifications and full-time teaching experience in Australia. Recognition of qualifications and experience other than that outlined in this clause shall be determined by agreement between the employer and the teacher. In the event that the parties cannot agree on the level of qualifications and/or experience that should apply then the matter may be referred to the Independent Schools Industrial Affairs Consultative Committee.
- (c) On application by the teacher and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the teacher into an Approved Superannuation fund nominated in accordance with the provision of Clause 22. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.
- (d) A copy of any agreement reached in accordance with paragraph (c) of this subclause shall be attached to the salary record of the teacher concerned.
- (e) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in this subclause, shall be divided by 52.16 or 26.08 respectively.
- (2) In determining the appropriate minimum salary level the following will apply:
- (a) Teachers not elsewhere provided for shall commence at Step 1 and proceed by annual increments to and including Step 9.
- (b) Two-year or three-year trained teacher holding a Teacher's Certificate or a teacher holding a University Degree (other than Bachelor of Education) but not a Teacher's Certificate shall commence at Step 3 and proceed by annual increments to and including Step 9.
- (c) Teacher holding:
University Degree and Diploma of Education; or
University Degree and Teacher's Certificate; or
Bachelor of Education Degree;
shall commence at Step 5 and proceed by annual increments to and including Step 13.
- (d) Teacher holding the qualifications as outlined in paragraph (c) of this subclause plus a second or higher degree as outlined in paragraph (h) of this clause shall commence at Step 6 and proceed by annual increments to and including Step 13.
- (e) The term Degree or Diploma will be deemed to include equivalent qualifications. In the event of a dispute the matter may be referred to the Independent Schools Industrial Affairs Consultative Committee.
- (f) A teacher who obtains an additional qualification which is recognised as the equivalent to an additional year of training, shall be credited with the extra year for salary purposes.
- (g) The qualifications referred to in paragraph (f) above, shall be determined by agreement through the Independent Schools Industrial Affairs Consultative Committee and shall be reviewed each year and shall be listed to apply from the beginning of each calendar year.
- (h) A teacher who obtains a second, or higher degree shall be credited with one extra year's experience for salary purposes. For the purpose of this subclause, a second or higher degree shall mean to include a graduate diploma or a degree at honours level.
- (i) The years of experience is indicated by the equivalent number of steps from the entry level.
- (3) SENIOR TEACHER:
- (a) Subject to the provisions for implementing the classification set out in the Appendix to this Award, an appointee to a Senior Teacher classification shall be entitled to the following annual allowance:
Level One - 3.2% of the maximum total salary per annum as prescribed in subclause (1) of this clause.
Level Two - 6.9% of the maximum total salary per annum as prescribed in subclause (1) of this clause.
- (b) A teacher in a promotional position who achieves a Senior Teacher Level 1 classification shall be entitled to the minimum allowance applicable to the promotion position or the Senior Teacher Level 1 classification whichever is the greater.

- (4) Part-time and part-time temporary teachers shall be paid in accordance with this Award for duties performed in proportion to the time those duties bear to an ordinary full-time teaching week.
- (5) (a) Relief teachers employed for five (5) consecutive working days or more shall be paid for the period at the rate of salary appropriate to their qualifications and experience on a weekly basis of annual salary divided by forty (40) or a daily basis of annual salary divided by two hundred (200).
- (b) A relief teacher employed for less than five (5) consecutive working days shall be paid according to the following formula:
- | | | | | | |
|------|-----------------------------|----------|---|----------------------|-------|
| (i) | Less than four year trained | | | | |
| | (aa) | Full day | = | Step 6 Annual Salary | / 200 |
| | | (bb) | = | Step 6 Annual Salary | / 400 |
| (ii) | Four year trained | | | | |
| | (aa) | Full day | = | Step 8 Annual Salary | / 200 |
| | | (bb) | = | Step 8 Annual Salary | / 400 |
- Note: For the purposes of this subclause a half day is determined as the hours usually worked in a school prior to the lunch break or the hours worked from the beginning of the lunch break until the end of the school day.
- (6) **SECONDARY SCHOOLS**
- (a) A teacher appointed to a promotional position in a secondary school shall be placed within one of the following promotion levels in accordance with the duties as prescribed.
- Promotional Level 1
- The management of a major department, for example, secondary English, or an equivalent responsibility, for example, in the pastoral care of students. Promotional Levels 2, 3 and 4
- The levels assigned will recognise the gradation of responsibilities which apply within a school among various promotional positions.
- For example, for promotional Level 2: the management of a small department or an equivalent level of responsibility.
- For example, for promotional Level 3: second in charge of a major department, or an equivalent level of responsibility.
- For example, for promotional Level 4: co-ordinator of a subject, i.e., subject teachers with minimal supervision of other staff, or an equivalent level of responsibility.
- (b) All allowances relating to promotional positions are minima.
- (c) The scale of promotional allowances paid shall be based on the promotional level as determined in paragraph (a) of this subclause and the school category as defined in paragraph (d) of this subclause.
- (d) The category of the school shall be determined as follows:
- (i) Category A: School above 600 full-time equivalent students.
- (ii) Category B: School between 300 and 600 full-time equivalent students.
- (iii) Category C: School below 300 full-time equivalent students.
- (e) The minimum allowance payable for a promotional position shall be as follows:
- (i) Promotional Level 1 Category A: 12.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.
- (ii) Promotional Level 1 Category B: 10.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.
- (iii) Promotional Level 1 Category C: 8.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.
- (iv) Promotional Levels 2, 3 and 4 shall be paid 70 per cent, 50 per cent and 30 per cent respectively of Promotion Level 1 of the appropriate school category.
- (7) **PRIMARY SCHOOLS**
- (a) Allowances for promotional positions in primary schools, where appointed under this Award, shall be at the Assistant Principal (Administration), Assistant Principal (Religious Education) level or similar designation relevant to the school.
- (b) Where a primary school has in excess of 700 full-time equivalent students, an additional promotional position may be appointed at the discretion of the employer.
- (c) The allowance payable to Assistant Principals shall be as follows:
- (i) Schools with 300 to 700 full-time equivalent students - \$6000.00 per annum.
- (ii) Schools with 100 to 300 full-time equivalent students - \$3000.00 per annum.
- (8) Notwithstanding the provision of subclauses (7) and (8) of this clause, where an agreement is reached between the employer and the teacher on any allowance or benefit for promotional positions, expressed in terms other than those prescribed under this clause, then, subject to notification to the Union of such agreement, such conditions shall apply for the purposes of this Award.

SCHEDULE A. – SALARIES (ASNA)

The following schedule provides a history of Clause 14. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 4 June 2004.

The minimum annual salary payable to teachers engaged in the undermentioned classifications shall be:

	Minimum Salary \$ per Annum	ASNA	Total Salary \$ per Annum
Step 1	21935	7511	29446
Step 2	23268	7511	30779
Step 3	24600	7407	32007
Step 4	26138	7407	33545
Step 5	27573	7407	34980
Step 6	28803	7407	36210
Step 7	30033	7407	37440
Step 8	31570	7407	38977
Step 9	33261	7302	40563
Step 10	34645	7302	41947
Step 11	35875	7198	43073
Step 12	37413	7198	44611
Step 13	38950	7198	46148

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 adjustment 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.

In the rates 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.

INDUSTRIAL CATERING WORKERS' AWARD, 1977 NO. 29A OF 1974

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.

The following shall be the minimum rates of wages payable to workers covered by this award:-

(1)	Classifications:	Broken Work Period Loading \$	ASNA \$	Total Wage (per week) \$
(1)	Chef or Head Cook	16.00	104.00	433.80
(2)	Qualified Cook	12.80	104.00	406.60
(3)	Pastrycook	12.80	104.00	406.60
(4)	Cook Employed Alone	16.00	104.00	395.80
(5)	Breakfast and/or Other Cooks	11.50	104.00	388.20
(6)	Butcher	11.50	104.00	393.80
(7)	Dining Room Attendant and/or Counterhand	11.50	104.00	388.20
(8)	Kitchenhand	11.50	104.00	388.20
(9)	Housemaid	11.50	104.00	388.20
(10)	Cleaner.	11.50	104.00	388.20
(11)	Laundress	11.50	104.00	369.80
(12)	Bar Attendant	11.50	104.00	390.80
(13)	Cellarman	11.50	104.00	398.30
(14)	Storeman	-	104.00	376.70
(15)	Gardener	-	104.00	369.80
(16)	Garbage Attendant	-	104.00	369.80
(17)	Motor Vehicle Driver - Not exceeding 25 cwt capacity		104.00	395.00
	Exceeding 25 cwt capacity, but not exceeding 3 tons capacity		104.00	397.80
	Exceeding 3 tons capacity, but under 6 tons capacity		104.00	401.40
(18)	General Hand		104.00	369.80

In addition to the wage rates prescribed for classification (17) in this clause, a Driver of a Motor Vehicle drawing a trailer shall be paid an extra 90 cents per day.

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:

A worker (other than a Chef or Head Cook) who is appointed and placed in charge of other workers 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 three other workers	6.60
(b) If placed in charge of three, but not more than six other workers	11.50
(c) If placed in charge of more than six other workers	14.30

(3) Industry Allowance:

In addition to the wage rates prescribed in this clause, an Industry Allowance of \$14.70 shall be paid per week in the case of all workers to compensate for disabilities associated with employment under this Award.

INDUSTRIAL SPRAYPAINTING AND SANDBLASTING AWARD 1991 NO. A 33 OF 1987

8. - RATES OF PAY

(1) The weekly rate of pay is as follows:

Painter, Spraypainter, Shotblaster, Sandblaster or employee performing two or more of those functions:

	\$
Base Rate	458.66
First Arbitrated Safety Net Adjustment	8.00
Second Arbitrated Safety Net Adjustment	8.00
Third Arbitrated Safety Net Adjustment	8.00
Fourth Arbitrated Safety Net Adjustment	10.00
Fifth Arbitrated Safety Net Adjustment	14.00
July 1999 Arbitrated Safety Net Adjustment	12.00
August 2000 Arbitrated Safety Net Adjustment	15.00
August 2001 Arbitrated Safety Net Adjustment	15.00
August 2002 Arbitrated Safety Net Adjustment	18.00
5 th June 2003 Arbitrated Safety Net Adjustment	17.00
4 th June 2004 Arbitrated Safety Net Adjustment	19.00
Weekly Rate	602.66

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) Location Allowance

Where applicable location allowances in accordance with Clause 19 will be paid.

(4) Underground Allowance

(a) (i) Subject to paragraph (b) hereof, an employee required to work underground shall be paid an allowance of \$9.84 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 allowance shall commence from the surface.

(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 (n) of subclause (1) of Clause 9. - Special Rates and Provisions in lieu of the allowance prescribed in paragraph (a) hereof.

(5) 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:-

	Weekly Base Only \$	Rate Per Hour \$
(i) In charge of not more than one person	12.70	0.35
(ii) In charge of two and not more than five persons	28.30	0.77
(iii) In charge of six and not more than ten persons	36.10	0.98
(iv) In charge of more than ten persons	47.90	1.30

- (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.
- (6) **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 her 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.

INDEPENDENT SCHOOLS ADMINISTRATIVE AND TECHNICAL OFFICERS AWARD 1993 NO. A 15 OF 1991

15. - SALARIES

- (1) (a) The minimum annual salary, according to classification and experience, payable to an officer shall be:

Level	Step	Total Salary \$ per Annum
LEVEL 1	Step 1	25906
	2	26156
	3	26406
	4	26656
	5	26906
	6	27156
LEVEL 2	Step 1	27906
	2	28406
	3	28906
	4	29511
	5	30011
	6	30511
LEVEL 3	Step 1	31511
	2	32007
	3	32607
	4	33207
	5	33807
	6	34303
LEVEL 4	Step 1	32907
	2	33907
	3	34907
	4	35907
	5	36907
	6	37907

- (b) On appointment an officer shall be placed at the appropriate salary level according to full-time experience and the classifications as prescribed in Clause 14. - Classifications.
- (c) On application by the officer and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the officer into an approved superannuation fund nominated in accordance with the provisions of Clause 25. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with the Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.
- (d) An officer appointed to a salary rate shall proceed by annual increments to the maximum of that classification level.
- (e) If during progression through the salary steps, and within an appropriate time frame prior to the officer's next annual increment, the employer considers such increment to be inappropriate due to work performance and as such does not recommend or authorise further progression, then the employer shall state the reasons in writing to the officer concerned.
Such reasons should indicate the areas where the employer considers improvement is required.
If the improvement required is achieved, then the officer shall then proceed to his/her appropriate salary level.
- (f) An officer shall only progress from one level to another in accordance with the provisions as prescribed in Clause 14. - Classifications.
- (g) The years of experience are indicated by the equivalent number of steps from the entry level.
- (h) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in subclause (1) of this clause, shall be divided by 52.16 or 26.08 respectively.
- (i) Where the conditions of employment of any officer are subject to the provisions of subclause (3) of Clause 6. - Contract of Service of this Award, then by agreement between the officer and the employer salary may be averaged over the period of a full year.
- (2) **Junior Classification**
An officer under the age of 20 years shall receive the following percentages of the rate appropriate to Level 1.

Under 17 years of age	60%
17 years of age	70%
18 years of age	80%
19 years of age	90%

- (3) A relief officer shall be paid a loading of twenty-five per cent in addition to the salaries prescribed in subclause (1) of this clause.

SCHEDULE A. – SALARIES (ASNA)

The following schedule provides a history of Clause 15. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 4 June 2004.

- (1) (a) The minimum annual salary, according to classification and experience, payable to an officer shall be:

Level	Step	Minimum Salary \$ per Annum	ASNA	Total Salary \$ per Annum
LEVEL 1	Step 1	18500	7406	25906
	2	18750	7406	26156
	3	19000	7406	26406
	4	19250	7406	26656
	5	19500	7406	26906
	6	19750	7406	27156
LEVEL 2	Step 1	20500	7406	27906
	2	21000	7406	28406
	3	21500	7406	28906
	4	22000	7511	29511
	5	22500	7511	30011
	6	23000	7511	30511
LEVEL 3	Step 1	24000	7511	31511
	2	24600	7407	32007
	3	25200	7407	32607
	4	25800	7407	33207
	5	26400	7407	33807
	6	27000	7303	34303
LEVEL 4	Step 1	25500	7407	32907
	2	26500	7407	33907
	3	27500	7407	34907
	4	28500	7407	35907
	5	29500	7407	36907
	6	30500	7407	37907

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.

INDEPENDENT SCHOOLS PSYCHOLOGISTS AND SOCIAL WORKERS AWARD NO. 3 OF 1996

16. – SALARIES

- 1 (a) The minimum annual salary payable to a psychologist or social worker engaged in the undermentioned classifications shall be:

SALARY LEVEL	ANNUAL SALARY \$
Step 1	36752
Step 2	38411
Step 3	40144
Step 4	42440
Step 5	46001
Step 6	48323
Step 7	50444
Step 8	52659

- (b) On appointment, a psychologist or social worker shall be placed at the appropriate salary level according to the provisions of subclause (2) of this clause. Recognition of qualifications and experience other than that outlined in this Award shall be determined by agreement between the employer and the psychologist or social worker. In the event that the parties cannot agree on the level of qualifications and/or experience that should apply then the matter may be referred to the Western Australian Industrial Relations Commission.
 - (c) On application by the psychologist or social worker and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the psychologist or social worker into an Approved Superannuation fund nominated in accordance with the provisions of Clause 23. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with the Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.
 - (d) A copy of any agreement reached in accordance with paragraph (c) of this subclause shall be attached to the salary record of the psychologist or social worker concerned.
 - (e) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in this subclause, shall be divided by 52.16 or 26.08 respectively.
- (2) Psychologists and Social Workers appointed to the under mentioned classifications shall be paid in accordance with the following:
- (a) A social worker as defined shall commence at Step 1 and proceed by annual increments to and including Step 6.
 - (b) A provisional psychologist shall commence at Step 1 and proceed by annual increments to and including Step 2.
 - (c) A psychologist who attains full registration status with the Psychologists Board of Western Australia shall commence at Step 4 and proceed by annual increments to and including Step 8.
 - (d) The years of experience is indicated by the number of steps from the commencement level of each classification.
- (3) Part-time psychologists or social workers shall be paid in accordance to the following formula:
- | | | |
|----------------------|---|---------------------------------|
| Hours worked
37.5 | x | Full time weekly
rate of pay |
|----------------------|---|---------------------------------|
- (4) (a) A relief social worker shall be paid according to the following formula:
- | | | | | |
|---------------|---|-----|---|------------------------|
| (i) Half day | = | 0.1 | x | Weekly rate for Step 5 |
| (ii) Full day | = | 0.2 | x | Weekly rate for Step 5 |
- (b) A relief psychologist shall be paid according to the following formula:
- | | | | | |
|---------------|---|-----|---|------------------------|
| (i) Half day | = | 0.1 | x | Weekly rate for Step 6 |
| (ii) Full day | = | 0.2 | x | Weekly rate for Step 6 |
- Note: a half day is up to 3.75 hours and a full day is up to 7.5 hours.
- (5) Where the conditions of employment of a psychologist or social worker are subject to the provisions of subclause (4) of Clause 7. – Contract of Service of this Award, then, by agreement in writing between the employer and the psychologist or social worker, salary may be averaged over the full year.

SCHEDULE A – SALARIES (ASNA)

The following schedule provides a history of Clause 16. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 August 2002

The minimum annual salary payable to a psychologist or social worker engaged in the under mentioned classifications shall be:

Column A shall apply from the beginning of the first pay period commencing on or after the date of the Award.

Column B shall apply from the beginning of the first pay period commencing on or after 4 June 2004.

SALARY LEVEL	ANNUAL SALARY		ASNA	TOTAL
	Column A	Column B		
Step 1	32265	33048	3704	36752
Step 2	33924	34707	3704	38411
Step 3	35762	36545	3599	40144
Step 4	38058	38841	3599	42440
Step 5	41619	42402	3599	46001
Step 6	43941	44724	3599	48323
Step 7	46062	46845	3599	50444
Step 8	48277	49060	3599	52659

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.

**IRON ORE PRODUCTION AND PROCESSING (HAMERSLEY IRON PTY LIMITED) AWARD 1987
NO. A 20 OF 1987**

DIVISION 1 - PART 1
32. - WAGES

- (1) (a) The provisions of this clause are a substantial restructuring by comparison to former awards and represent one of the mechanisms for assisting to secure improved performance within the company's operations.
- (b) The objective is to provide a trained, flexible and efficient workforce to reasonably and effectively meet the company's operational and maintenance needs whilst providing employees with work and a work environment which is satisfying to the employee and the company, and which facilitates optimal utilisation of trade or other job skills possessed by employees by elimination of demarcation issues based on inter-classification rivalries, organisational barriers or territorial restrictions.
- (2) (a) The wage rates specified by this clause shall remain in force unless varied by further order of the Commission.
- (b) The rate of wage payable or the conditions of employment applicable to an employee covered by this award shall not be increased by the employer so as to increase the labour costs of the employer except to the extent that any increase has been authorised by the Commission after the date of implementation of this award.
- (3) Each employee, according to the work area in which employed, shall be classified by the company in conformity with the definitions contained in Clause 8. - Definitions, of this Award and shall be paid at the relevant weekly rate specified by this subclause.

EDIT NOTE: RELATIVITIES HAVE BEEN VARIED WITH THE ADDING OF THE 1999 AND 2000 ASNA'S OF \$12.00 AND \$15.00 PER WEEK INCREASES.

	CURRENT AWARD WAGE \$	SAFETY NET ADJUSTMENT \$	WAGES \$
(a) Mine Production Employees			
Level 5	405.90	142.00	547.90
Level 4	454.40	144.00	598.40
Level 3	466.50	142.00	608.50
Level 2	497.20	142.00	639.20
Level 1 105% of Level 2	522.10	-	671.20
(b) Plant Production Employees:			
(i) Tom Price and Paraburdoo Plant Employees			
Level 5	405.90	142.00	547.90
Level 4	454.40	144.00	598.40
Level 3	466.50	142.00	608.50
Level 2	497.20	142.00	639.20
Level 1 105% of Level 2	522.10	-	671.20
(ii) Port Operations Employees			
Level 4	405.90	142.00	547.90
Level 3	454.40	144.00	598.40
Level 2	466.50	142.00	608.50
Level 1	497.20	142.00	639.20
(c) Laboratory Employees:			
Level 4	405.90	142.00	547.90
Level 3	454.40	144.00	598.40
Level 2	466.50	142.00	608.50
Level 1	497.20	142.00	639.20
(d) Rail Operations Employees:			
Level 3	413.60	142.00	555.60
Level 2	443.30	144.00	587.30
Level 1 105% of Base Trade	522.10	-	671.20
OMO 115% of Base Trade	571.80	-	735.10
(e) Power Generation and Distribution Employees:			
(i) Generation			
Level 4	413.60	142.00	555.60
Level 3	443.30	144.00	587.30
Level 2	497.20	142.00	639.20
Level 1	519.30	144.00	663.30
(ii) Maintenance NON TRADE			
Level 6	420.20	144.00	564.20
Level 5	443.30	144.00	587.30
Level 4	466.50	142.00	608.50
Level 3	497.20	142.00	639.20

			CURRENT AWARD WAGE \$	SAFETY NET ADJUSTMENT \$	WAGES \$
	TRADE RELATIVITY				
	Base Trade				
	Level 3	100%	497.20	142.00	639.20
	Level 2	105%	522.10	-	671.20
	Level 1	110%	546.90	-	703.10
	Special Class	115%	571.80	-	735.10
(f)	Mine and Port Operations Maintenance Employees:				
	NON TRADE				
	Level 7		405.90	142.00	547.90
	Level 6		420.20	144.00	564.20
	Level 5		443.30	144.00	587.30
	Level 3		497.20	142.00	639.20
	TRADE RELATIVITY				
	Base Trade				
	Level 3	100%	497.20	142.00	639.20
	Level 2	105%	522.10	-	671.20
	Level 1	110%	546.90	-	703.10
	Special Class	115%	571.80	-	735.10
(g)	Ancillary Services Employees:				
	(i) Warehouse Transport Services Port Horticultural Services Mines, and Towns, Plants and Area Services - Dampier				
	Level 4		405.90	142.00	547.90
	Level 3		454.40	144.00	598.40
	Level 2		466.50	142.00	608.50
	Level 1		497.20	142.00	639.20
	(ii) Transport Services Mines				
	Level 5		405.90	142.00	547.90
	Level 4		454.40	144.00	598.40
	Level 3		466.50	142.00	608.50
	Level 2		497.20	142.00	639.20
	Level 1	105% of Level 2	522.10	-	671.20
	(iii) Services				
	Level 9		405.90	142.00	547.90
	Level 8		413.60	142.00	555.60
	Level 7		420.20	144.00	564.20
	Level 6		432.30	144.00	576.30
	Level 5		443.30	144.00	587.30
	Level 4		454.40	144.00	598.40
	Level 3		466.50	142.00	608.50
	Level 2		477.50	142.00	619.50
	Level 1		497.20	142.00	639.20
(h)	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)	The weekly wages specified by subclause (3) of this clause shall commence to apply from the date of the pay period which first commences on or after the date of order by the Commission to do so.			
	(b)	Any subsequent variation to those wage rates shall commence to apply from the pay period which commences on or after the date of order by the Commission to do so.			
(5)	(a)	Employees engaged pursuant to the provisions of this award, and whether engaged on day work or shift work, will be advised of classification to one of the positions and its appropriate wage level as listed within subclause (3) of this clause and, subject to the following, may then be utilised on any work within the competence of that employee.			
	(b)	(i)	An employee who has been reclassified within the one department to a higher paid position and who continues to carry out work within competence as required by the company will not usually be reclassified downwards to a lower paid position even if the work then done on a major and substantial basis would otherwise more usually attract the lower pay rate.		

- (ii) An employee who applies for a lesser paid position than that in which the employee has usually been employed will be classified and paid according to the rate applicable to that new position if so appointed.
- (iii) Notwithstanding paragraph (i), an employee who, because of loss of a requisite licence or other certification, or for other cause, is unable to carry out the normal work of the classified position may be reclassified and paid according to the new position if the company is able to assist such an employee on that basis.
- (c) (i) An employee who, by virtue of work regularly performed on a continuing basis, believes that the employer should reclassify that employee to a higher paid position may request to be reclassified.
- (ii) Should the employer decline any such request for reclassification, then the superintendent of that employee will advise in writing the reasons why the employer would not agree to the reclassification.
- (iii) An employee who disagrees with the validity of the reasons for refusal as expressed by the superintendent may seek to have the merits of the claim for reclassification reviewed by a classification committee to be established within the division for that purpose.
- (iv) The MRU committee of review will be constituted by:
- two company representatives from the MRU concerned; and
 - two employee representatives from the MRU concerned.
- (v) The employee concerned and the superintendent may each be expected to attend at the committee of review in order to personally elaborate on their respective attitudes.
- The committee as constituted shall seek to achieve unanimity but may arrive at a majority decision which shall be sufficient to achieve reclassification.
- (d) For the purposes of this subclause and in determining whether an employee is entitled to be reclassified to a higher position the following criteria are to be considered:
- (i) Does the employee meet the requirements of the particular work to be performed prescribed within Clause 8. - Definitions?
and
- (ii) Has the employee been assessed as having successfully completed an appropriate training course, which may include competency testing (this criteria only applies where formal training courses have been established as the appropriate standard for career progression and those courses include qualifying assessment)?
or
- (iii) Does the employee meet the requirements of the particular work to be performed prescribed within Clause 8. - Definitions?
and
- (iv) Has the employee successfully demonstrated competency to the level that would have been obtained in (ii) above to the satisfaction of the Company?
- (e) (i) An employee's potential eligibility for reclassification to a higher position will be assessed by the employee's supervisor who will recommend to the superintendent accordingly.
- (ii) Assessment may require the employee to undergo written or oral or practical tests or any combination of those tests.
- (f) No union party to this award nor its members employed by the company will impose any ban, limitation or restriction on work within the competence of the individual employee to be performed by that employee at the direction of the company.
- (g) The company, in allocating and directing the performance of work by its employees, shall have due regard for the fact that certain work may only be carried out by those who hold appropriate statutory certification as to their competence to perform that work.
- (6) (a) Productivity and Training Groups with the following purposes will be established within each MRU where maintenance employees are engaged:
- (i) Review progress and development, and recommend change to maintenance employees career path programmes.
- (ii) Identify productivity and efficiency improvement measures that could be introduced within MRU's.
- (iii) Develop an industrial culture by way of a consultative process.
- (iv) Consult on implementation of new technology and equipment.
- (v) Review and recommend change to training modules.
- (vi) Review training and re-training.
- (vii) Review and recommend change to training methods.
- (viii) Review methods of assessment.
- (ix) Review methods of accreditation.
- Productivity and Training Group members may request the involvement of union convenors and/or officials and appropriate company representatives at group meetings to assist with the ongoing development of the programme.
- (b) (i) Each Maintenance Productivity and Training Group should attempt to establish detailed progression programmes for all levels within the MRU by 1 September 1991.
- (ii) Copies of programmes will be provided to relevant state union officials when finalised.
- (c) Programmes for tradespersons to be established by Productivity and Training Groups will be based on the following criteria:

Special Class	Six training modules of a total of approximately 240 hours of formal training - (wage relativity 115%)
Level I	Four training modules of a total of approximately 160 hours of formal training - (wage relativity 110%)
Level II	Two training modules of a total of approximately 80 hours of formal training - (wage relativity 105%)

Programmes for other maintenance levels will be developed by MRU Productivity and Training Groups to meet MRU requirements.

Additional in-house, vendor and duty of care training is to be completed as required. Such training shall be identified by the MRU Productivity and Training Groups for each respective level.

- (7) A Power Generation employee who is classified at Level 1 wage rate under subclause (3) of this clause shall, in addition to that wage rate, be paid 76 cents per hour for the time engaged in the operation of the TDC 2000 within "C" Power Station. Payment of the allowance shall attract overtime penalty rates but the allowance is not payable for time not actually worked by the employee.
- (8) Plumbers' Registration Allowance:
Shall continue to apply in the terms of the Western Australian Industrial Relations Commission's decision and at the extra rate of \$17.50 per week.
- (9) Employees loading and/or unloading vessels, including loading into wharf sheds (but excluding iron ore) shall be paid the appropriate Waterside Workers' Federation hourly rate for such work as amended from time to time and as set out in the Waterside Workers' Award 1960.

DIVISION 1 - PART 2

7. - CLASSIFICATION AND WAGE RATE

- (1) (a) The employees subject to Part 2 are classified as -
- | Rail Operations Employee | \$ | ASNA | \$ |
|--------------------------|--------|--------|--------|
| Level 3 | 413.60 | 142.00 | 555.60 |
| Level 2 | 443.30 | 144.00 | 587.30 |
| Level 1 | 522.10 | 144.00 | 666.10 |
| OMO | 571.80 | 144.00 | 715.80 |
- (b) Most such employees are employed to work as continuous shift workers, except those based at the mines, and by nature of their shift rosters are irregular continuous shift workers.
- (c) All employees are employed to carry out all work within their competence at the direction of the company.
- (d) In classifying each employee to a particular position, the employer shall have regard for the major and substantive elements of the specific duties to then regularly be performed by that employee within that position.
- (2) Career Path Progression:
- (a) Progression through the Rail Operations Career Path Programme shall be in accordance with the definitions contained in Division 1 - Part 1 Clause 8. - Definitions and shall be as illustrated in the chart in paragraph (b) hereof.
- (b) Rail Operations Career Path Progression
- | | | |
|-----------|---|---|
| Level OMO | • | Operational Procedures for one man only train operation |
| Level 1 | • | Mainline Working (not OMO) |
| Level 2 | • | Mines Regulation Certificate of Competency |
| | • | Locomotive Operation |
| Level 3 | • | Induction |
| | • | HI Certificate of Competency |
| | • | Rolling Stock Technical |
| | • | Local Working – Dampier |
| | • | Local Working – Mines |
| | • | Shunting General |
- (c) A Rail Production Productivity and Training Group will be established to enable employees to have an input into the decision making process relating to their career path.
Productivity and Training Group members may request the involvement of the union convenor and/or officials and appropriate company representatives at group meetings.
- (3) (a) The provisions of this clause are a substantial restructuring by comparison to former awards and represent one of the mechanisms for assisting to secure improved performance within the company's operations.
- (b) The objective is to provide a trained, flexible and efficient workforce to reasonably and effectively meet the company's operational and maintenance needs whilst providing employees with work and a work environment which is satisfying to the employee and the company, and which facilitates optimal utilisation of job skills possessed by employees by elimination of demarcation issues based on inter-classification rivalries, organisational barriers or territorial restrictions.
- (c) No union party to this award nor its members employed by the company will impose any ban, limitation or restriction on work within the competence of the individual employee to be performed by that employee at the direction of the company.
- (4) Daily (Per Shift) Base Rates:
- (a) All Purpose Base Rate

Rail Operations Employee		ASNA	\$
Level 3	87.07	28.40	115.47
Level 2 After holding a statutory certificate of competence while employed by the company	93.33	28.80	122.13
for one year	94.91	28.80	123.71
for two years	96.11	28.80	124.91
Level 1 After holding a statutory certificate of competence while employed by the company	109.92	28.80	138.72
for one year	111.49	28.80	140.29
for two years	112.69	28.80	141.49
OMO After holding a statutory certificate of competence while employed by the company	120.38	28.80	149.18
for one year	121.96	28.80	150.76
for two years	123.16	28.80	151.96

(b) Flat Rate Allowance:

As based on the prescribed district allowance and service payments:-

	District	+	Service	=	Total
	\$		\$		\$
Less than 1 year	7.88		4.71		12.59
1 - 2 years	7.88		10.25		18.13
2 - 3 years	7.88		13.56		21.44
3 - 4 years	7.88		14.40		22.28
4 - 5 years	7.88		15.76		23.64
5 - 6 years	7.88		17.20		25.08
6 - 7 years	7.88		18.00		25.88
More than 7 years	7.88		18.84		26.72

(c) Job Allowance:

(i) According to the job done on that day or shift, and as calculated from the following allowances applicable to that job and converted to a daily rate pursuant to the schedule to this clause:-

- disability allowance, loadout and/or banker allowance;
- long trains allowance;
- meal breaks not taken and payment in lieu;
- midshift meal allowance in lieu of the supply of midshift meals;
- overtime meal allowance in lieu of the supply of overtime meals;
- shift allowance;
- weekend shift premiums.

(ii) The allowances specified by paragraph (c) hereof have been calculated as based on the current train roster and will be subject to future variation if and when a change to that train roster is implemented within the company's operations which materially alters the payments to then apply under this clause.

(d) When, as a result of General Order by the Industrial Relations Commission flowing from a National Wage Case Decision, the wage rates or other allowances expressed elsewhere by this award are amended, then the daily allowance and daily base rate specified by this clause shall be varied accordingly and will apply from the first pay period commencing on or after the date of the General Order by the Commission to do so.

(5) In addition to the payments specified by subclause (3) of this clause, the employee shall be paid the following other allowances if then applicable to that day of work and/or the job circumstances on that day:-

(a) A Locomotive Engineman who is rostered to book off at any away from home depot on a Sunday or a public holiday, and who is thereby not able to be at home for at least six hours between 0600 and 2000 hours on the Sunday or public holiday, shall be paid an allowance of \$12.46 in addition to the ordinary rate of wage for the shift from which the employee has then booked off.

(b) (i) A continuous shift worker (as defined), in addition to the rates prescribed by this clause for the ordinary shift on a Saturday, shall, for the afternoon shift on that day, be paid an allowance of \$9.71.

(ii) An employee who, by request of the company, pre-starts by four hours the commencement of the night shift as No. 1 shift on a Sunday shall, in addition to the rates prescribed by this clause, be paid half the allowance specified by paragraph (i) hereof.

(iii) An employee who, by request of the company, works follow-on overtime of four hours in extension of that day shift on a Saturday shall, in addition to the rates prescribed by this clause, be paid half the allowance specified by paragraph (i) hereof.

(iv) In the case of employees who mutually exchange shifts, the provisions of this subclause shall also apply but not so as to require more than the one payment.

(6) The provisions of subclause (5) of Clause 32 of Part 1 apply to employees under Part 2.

JENNY CRAIG EMPLOYEES AWARD, 1995 NO. A 1 OF 1994**11. - WAGES**

- (1) The minimum weekly rate of wage, comprising the base rate and supplementary payment payable under this award from the beginning of the first pay period commencing on or after the 17th April 1996, shall be as follows:

	Base Rate \$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustment \$	Rate of Wage \$
(a) Weight Management Consultant/ Workshop Facilitator				
Level 1	334.10	39.00	142.00	515.10
Level 2	340.00	39.00	142.00	521.00
Level 3	358.00	39.00	142.00	539.00
(b) Programme Director				
Level 1	358.00	39.00	142.00	539.00
Level 2	368.00	39.00	142.00	549.00

- (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) (a) The supplementary payment set out in this clause represents payment in lieu of equivalent overaward payments.
 (b) 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 "base rate". 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 by the award.

JOHN LYSAGHT (AUSTRALIA) LIMITED AWARD NO. 27 OF 1967**4. - WAGES/PAYMENTS**

- (1) Payment of Wages
- (a) Employees will be paid on a weekly basis.
- (b) Wages will be paid by direct transfer into an employee's bank (or other recognised financial institution) account.
- (c) Except for unpaid absences, or overtime, an employee employed by the week, or on a fixed term basis, will receive 38 hours pay at the relevant rate (adjusted for shift allowances) per week.
- (d) In the case of part time employees, the above rate will be paid on a pro-rata basis to account for hours worked.
- (e) A casual employee will receive a loading of 20% on the award rate of pay for a probation employee.
- (f) Extra rates in this award except rates prescribed in paragraphs (b) and (c) of subclause (9) - Payment for Public Holidays and Sundays of this clause, and subclause (3) - Public Holidays of Clause 6. - Leave/Absence of this award as to work on public holidays are not cumulative so as to exceed the maximum of double the ordinary rates.

- (2) Rates of Pay/Employee Development

- (a) Rates of Pay
The rates of pay will be:
- (i) Non Tradespersons

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Level 5	384.70	142.00	526.70
Level 4	373.60	142.00	515.60
Level 3	363.50	142.00	505.50
Level 2	354.40	142.00	496.40
Level 1	334.80	142.00	476.80
Probation	322.50	142.00	464.50

- (ii) Tradespersons

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Tradesperson 1	422.30	144.00	566.30
Tradesperson 2	403.00	142.00	545.00
Tradesperson 3	383.90	142.00	525.90

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.

(b) **Supplementary Payments**

In addition to the rates payable under the provisions of paragraph (a) of this subclause, an employee will be paid the supplementary payment prescribed:

(i) **Non Tradesperson**

**Supplementary Payment
Per Week**

\$

Level 5	40.00
Level 4	37.60
Level 3	32.10
Level 2	25.90
Level 1	21.40
Probation	19.40

(ii) **Tradesperson**

**Supplementary Payment
Per Week**

\$

Tradesperson 1	35.30
Tradesperson 2	33.80
Tradesperson 3	32.10

(c) **Employee Development**

- (i) Employee Development models detail the skill and knowledge modules in which accreditation is required for progression through classification levels. Appropriate models are in Appendices 1 - Sheet and Coil Products, 2 - Lysaght Building Industries, 3 - Enabling Knowledge, 4 - Sheet and Coil Job Skills and 5 - Lysaght Building Industries Job Skills of this award.
- (ii) Subject to sub-paragraph (x) of this paragraph, new starters will, as part of their probation, be required to gain accreditation in each module detailed in Level 1 of the appropriate model. Should they fail any module or not complete Level 1 within not more than six months of their start date, they will be deemed to have failed their probation and employment will be terminated with one week's notice or payment in lieu thereof.
- (iii) Progress through subsequent levels of the model requires an employee to gain accreditation in all modules necessary for reclassification.
- (iv) Progression beyond Level 1 is at the employee's discretion. Opportunity for training will be made available over time to all employees wishing to progress through the model subject to sub-paragraph (iii) of paragraph (a) of subclause (7) - Redundancy of Clause 3. - Employment Relationship of this award.
- (v) Only on successful completion of all necessary modules within a level will an employee be reclassified and entitled to the rate of pay for such level, this rate will continue to apply regardless of work being performed until successful completion of the next level.
- (vi) Employees will be required to consistently demonstrate and apply on an ongoing basis all skills for which they have gained accreditation and to train others in any such skill as required.
- (vii) A system of job rotation will apply at each site to enable employees to gain and retain skills.
- (viii) Employees employed at the time of making this award will retain their present classification and rate of pay in accordance with Appendix 7 - Rates of Pay of this award but will remain outside the model until gaining accreditation in all modules needed to justify entry at a level equal to or higher than their existing rate of pay.
- (ix) To gain accreditation in a module, candidates must satisfy the accreditation committee as to their competency. Criteria for determination of competency may involve any combination of written and/or oral test, demonstration, performance or project as established for such module.
- (x) Where a disagreement arises as to access to training and/or failure to gain accreditation, the matter will be reviewed and determined by a site review committee.
- (xi) Where training (within the employee development model) is undertaken during ordinary hours the employee concerned will not suffer any loss of pay.
- (xii) Where training (within the employee development model) is undertaken outside ordinary hours, single time payment of award rate plus over award rate will apply for time spent in tuition or examination.
- (xiii) Employees will be reimbursed any compulsory fees on successful completion of a subject or unit.

The parties acknowledge the need for and benefits of increased enterprise relevant training to provide employees with more rewarding and fulfilling jobs and improve work flexibilities and productivity.

The parties also recognise the breadth and complexity of the undertaking will take time to develop and fully implement.

(3) Overtime

- (a) For all work done outside ordinary hours, employees will be paid at the rate of time and a half for the first two hours and double thereafter.
- (b) Continuous shift employees and split shift employees will receive double time for all overtime.
- (c) In computing overtime, each day's work will stand alone.
- (d) The employer may require any employee to work reasonable overtime at overtime rates and such employee will work overtime in accordance with such requirement.
- (e) Assignment of overtime will be based on specific work requirements and the practice of 'one in, all in' overtime will not apply.
- (f) Part time employees who work in excess of the hours fixed under the contract of employment, will be paid overtime in accordance with this subclause.

(4) Rest Period After Overtime

- (a) Subject to paragraphs (b) and (c) of this subclause employees will be entitled to ten consecutive hours off duty between the end of one ordinary shift and the beginning of the next ordinary shift.
- (b) With agreement between management and relevant employees an eight hour rest period may be given/taken.
- (c) Where an eight hour rest period is given/taken, the first two hours of the following ordinary shift will be paid at the rate of double time.
- (d) In the event that the break is less than eight hours an employee will receive double time till relieved from duty.

(5) Call Back

- (a) An employee recalled to work overtime after leaving the employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of four hours' work or where the employee has been paid for standing by in accordance with subclause (2) - Rates of Pay/Employee Development of this clause shall be paid for a minimum of three hours' work at the appropriate rate for each time so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three or four hours as the case may be if the job the employee was recalled to perform is completed within a shorter period. This subclause shall not apply in cases where it is customary for an employee to return to the employer's premises to perform a specific job outside that employee's ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary work time.
- (b) Overtime worked in the circumstances specified in this subclause shall not be regarded as overtime for the purpose of subclause (4) - Rest Period After Overtime of this clause when the actual time worked is less than three hours on such recall or on each of such recalls.

(6) Saturday Work

A day employee required to work overtime on a Saturday shall be afforded at least four hours' work or paid for four hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

(7) Standing By

An employee required to hold him/herself in readiness to work after ordinary hours shall, until released be paid standing by time at ordinary rates from the time which the employee is so to hold him/herself in readiness.

(8) Allowances/Special Rates

(a) Tool Allowance

- (i) Tradespersons shall be paid an allowance of \$12.00 per week for supplying and maintaining tools ordinarily required in the performance of their work as tradespersons.

This allowance shall apply to apprentices on the same percentage basis as set out in subclause (6) - Apprenticeship of Clause 3. - Employment Relationship of this award.

This allowance shall apply for all purposes of the award.

- (ii) Where it was the practice as at 5 November 1979 for the employer to provide all tools ordinarily required by a tradesperson or apprentice in the performance of work, the employer may continue that practice and in that event the allowance prescribed in sub-paragraph (i) hereof shall not apply.
- (iii) Notwithstanding sub-paragraphs (i) and (ii) hereof, an employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments. Tradespersons or apprentices shall replace or pay for any tools supplied by the employer if lost through their negligence.

(b) Confined Spaces

Employees working in confined spaces (as defined) will be paid an additional 55 cents per hour.

(c) Dirty Work

Employees working in a job that is of an unusually dirty or of an offensive nature will receive an additional 41 cents per hour extra.

(d) Wet Places

An employee whose clothing or boots become saturated because of the working place whether by water, oil or otherwise shall be paid 41 cents per hour extra. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. Any employee who becomes entitled to this extra rate shall be paid the extra rate for such part of the day or shift which involves working in wet clothes or boots.

- (e) Motor Allowance
- (i) Where an employee is required and authorised to use their own personal motor vehicle in the course of their duties, the employee shall be paid an allowance not less than that provided for in the table set out hereunder. Notwithstanding anything contained in this subclause the employer and the employee may make any other arrangement as to car allowance not less favourable to the employee.
- (ii) Where an employee in the course of a journey travels through two or more of the separate areas, payment at the rates prescribed herein shall be made at the appropriate rate applicable to the separate areas traversed.
- (iii) A year for the purposes of this subclause, shall commence on the 1st day of July and end on the 30th day of June next following.

RATES OF HIRE FOR USE OF EMPLOYEE'S OWN VEHICLE
ON EMPLOYER'S BUSINESS
MOTOR CAR

AREA AND DETAILS	ENGINE DISPLACEMENT (IN CUBIC CENTIMETRES)		
	Over 2600cc	Over 1600cc -2600cc	1600cc & Under
Distance Travelled Each Year On Official Business			
Rate per Kilometre (Cents)			
Metropolitan Area	65.0	58.2	50.7
South West Land Division	66.6	59.7	51.9
North of 23.5° South Latitude	73.1	65.9	57.2
Rest of the State	68.8	61.6	53.6
Motor Cycle (In All Areas)	22.4 cents per kilometre		

- (iv) "Metropolitan Area" means that area within a radius of fifty kilometres from the Perth Railway Station.
- (v) "South West Land Division" means the South West Land Division as defined by Section 28 of the Land Act 1933-1971 excluding the area contained within the Metropolitan Area.
- (f) First Aid
An employee who has been trained to render first aid and who is the current holder of appropriate first aid qualifications, such as a certificate from the St John Ambulance Association or similar body, will be paid a weekly allowance of \$13.30 if such employee is appointed by the employer to perform first aid duty.
- (g) Rates Not Subject to Penalty Additions
The above special rates shall be paid irrespective of the times at which the work is performed and shall not be subject to any premium or penalty conditions.
- (9) Payment for Public Holidays and Sundays
- (a) Payment for Work on Public Holidays
An employee not engaged on continuous work shall be paid at the rate of double time and a half for work done on public holidays, such double time and a half to continue until the employee is relieved from duty.
- (b) Payment for Work on Sundays
An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays, such double time to continue until the employee is relieved from duty.
- (c) Minimum Payment - Holidays and Sundays
Employees, other than on shift, required to work on Sundays or Public Holidays will be paid a minimum of three hours work.
- (10) Travelling and Board
- (a) Excess Travelling and Fares
- (i) An employee who on any day from day to day is required to work at a job away from the employee's accustomed workshop or depot shall at the direction of the employer present for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from home to such workshop or depot and returning) the employee shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between home and such workshop or depot.
- (ii) An employee who with the employer's approval uses his/her own means of transport for travelling to and from outside jobs shall be paid the amount of excess fares which the employee would have incurred in using public transport unless there is an arrangement with the employer for a regular allowance.
- (b) Change of Residence
An employee:
- (i) engaged in one locality to work in another; or
- (ii) sent, other than at the employee's own request, from his/her usual locality to another for employment which can reasonably be regarded as permanent;
- involving a change of residence shall be paid travelling time whilst necessarily travelling between such localities and expenses for a period not exceeding three months or in cases where the employee is in the process of buying a place of residence in the new locality for a period of not exceeding six months. Provided that such expenses shall cease after the employee has taken permanent residence or abode at the new location.

- (c) **Distant Work**
An employee sent from his/her usual locality to another (in circumstances other than those prescribed in paragraph (b) - Change of Residence hereof) and required to remain away from the usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from the usual locality.
- (d) **Payment for Travelling**
(i) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays when it shall be time and a half.
(ii) The maximum travelling time to be paid for shall be 12 hours out of every 24 hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every 24.
- (e) **Definition of Expenses**
"Expenses" for the purpose of this clause means:
(i) All fares reasonably incurred. The fares allowed shall be for rail travel, second class except where all-night travelling is involved when they shall be first class, with sleeping berth where available.
(ii) A reasonable allowance to cover the cost incurred for boarding and lodging.
(iii) Other reasonable expenses incurred.
- (f) **Engagement of Labour**
Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment for any travelling time or fares, unless such employee is sent from the workshop.
Provided that if an employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop the employee shall be paid fares in excess of those incurred in travelling to and from the workshop.

(11) **No Extra Claims**

It is a condition of this award that any party seeking to vary its terms on or from the 31st day of January 1992 shall not pursue before the Commission any variation to such award without due regard for the Principles as stated by the Commission in the Reasons for Decision in Matter No. 1752 of 1991 for the duration of those Principles.

APPENDIX 7 - RATES OF PAY

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	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Total Rate
	\$	\$	\$	\$
Non Tradesperson				
Probation	322.50	19.40	142.00	483.90
1	334.80	21.40	142.00	498.20
2	354.40	25.90	142.00	522.30
3	363.50	32.10	142.00	537.60
4	373.60	37.60	142.00	553.20
5	384.70	40.00	144.00	568.70
Tradesperson				
1	422.30	35.30	144.00	601.60
2	403.00	33.80	144.00	580.80
3	383.90	32.10	142.00	558.00

JOURNALISTS' (SUBURBAN AND FREE NEWSPAPERS) AWARD NO. A 1 OF 1981

7. - RATES OF WAGES

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

Grade	Minimum Classification Rate Per Week	Minimum Award Rate Per Week	ASNA \$	Total Rate Per Week \$
Grade 4	584.50	592.60	106.00	698.60
Grade 3	500.30	505.30	104.00	609.30
Grade 2	414.30	435.40	104.00	539.40
Grade 1	370.40	388.50	104.00	492.50

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.

- (2) The minimum weekly rates of wages for cadet journalists shall be the following percentages of the weekly rate of wage for a Grade 1 Journalist:

First year	60%
Second year	75%
Third year	90%

For the purposes of this subclause, amounts up to and including 5 cents shall be disregarded.

Amounts of 6 cents and over shall count as 10 cents.

11. - RATES OF WAGES

- (1) The following shall be the minimum weekly award rate of wages payable to photographers covered by this award.

Grade	Minimum Classification Rate Per Week \$	Minimum Award Rate Per Week \$	ASNA \$	Total Rate Per Week \$
Grade 4	584.50	592.60	106.00	698.60
Grade 3	500.30	505.30	104.00	609.30
Grade 2	414.30	435.40	104.00	539.40
Grade 1	370.40	388.50	104.00	492.50

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.

- (2) The minimum weekly rates of wages for cadet photographers shall be the following percentages of the weekly rate of wage for a Grade 1 Photographer -

First year	60%
Second year	75%
Third year	90%

For the purposes of this subclause, amounts up to and including 5 cents shall be disregarded.

Amounts of 6 cents and over shall count as 10 cents.

LABORATORY AND TECHNICAL EMPLOYEES (PETERS (WA) LIMITED) AWARD OF 1981 NO. 12 OF 1981

27. - 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 following shall be the rates of ordinary wages payable to employees covered by this award -

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
Level 1 -			
Trainee	382.90	112.00	494.90
Laboratory Technical Assistant	398.30	112.00	510.30
Developmental Technical Assistant	398.30	112.00	510.30
Employee Trained to Level 2	417.90	112.00	529.90
Level 2 -			
Trainee	441.20	112.00	553.20
Laboratory Technician	451.80	114.00	565.80
Developmental Technician	451.80	114.00	565.80
Employee Trained to Level 3	465.20	114.00	579.20

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
Level 3 -			
Trainee	485.40	114.00	599.40
Laboratory Technical Officer	499.90	112.00	611.90
Developmental Technical Officer	499.90	112.00	611.90
Employee Trained to Leading Laboratory Technical Officer Level 1	528.90	112.00	640.90

A Leading Laboratory Technical Officer shall receive the appropriate rate for an employee trained to Leading Technical Officer level, plus a Leading Laboratory Technical Officer allowance of \$31.70 per week.

- (2) Notwithstanding the foregoing prescribed wage rates, a Level 1 Laboratory Technical Assistant under 20 years of age shall receive as an ordinary rate of wage, a percentage of the level 1 employee weekly rate shown for such classification, calculated to the nearest ten cents, on the following basis:

	%
17 years of age and under	52
18 years of age	62
19 years of age	75

- (3) A casual employee shall receive twenty percent in addition to the appropriate ordinary rate prescribed in this clause.
- (4) Notwithstanding that implied in the foregoing:
- (a) A new employee 20 years of age or over without relevant food industry experience shall be subject to a six month probationary period which shall count as experience or it may be partially recognised by agreement between the employer and the union.
 - (b) A new employee with formal qualifications and relevant food industry experience shall be subject to a six month assessment/probationary period (if desired by the employer) but if the employee's performance is satisfactory, i.e. the employer wishes to retain the employee's services, all relevant industry experience counts as experience (unless it is agreed by the union that special circumstances exist) and thereafter the appropriate pay rate shall apply respectively.
 - (c) An employee whilst under assessment/probation shall receive the level 1 employee rate of pay attached to that employee's classification.

LANDSCAPE GARDENING INDUSTRY AWARD NO. R18 OF 1978

25. - WAGES

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

	TOTAL RATE PER WEEK \$
(1) Adult Employees:	
(a) Landscape Tradesperson	515.30
(b) Landscape Employee Grade 1	467.40

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.

- (2) Apprentices:
An Apprentice shall be paid the following percentage amounts of the "Landscape Tradesperson's" rate:

	%
4 Year Term	
First year	42
Second year	55
Third year	75
Fourth year	88

- (3) Junior Employees:
Wage per week expressed as a percentage of the "Landscape Employee Grade 1" 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) 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 employees | 20.16 | |
| (b) If placed in charge of more than ten and not more than twenty other employees | 30.94 | |
| (c) If placed in charge of more than twenty other employees | 39.80 | |
- (5) A casual employee shall be paid 20 per cent in addition to the rate prescribed in this clause for the work performed.
- (6) Minimum Adult Award 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
(ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
(iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
(iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

APPENDIX 1 – MAKE UP OF TOTAL WAGE

This appendix shows how the total wages paid to employees under this award are made up. It details both base wage rates and safety net adjustments as well as the total rate before adjustment for the 2004 Adult Minimum Award Wage and the total rate after adjustment which is published above in Clause 25. – Wages.

	Base Rate Per Week	Arbitrated Safety Net Adjustments	Total Rate Before Adjustment	Total Rate After Adjustment for 2004 Adult Minimum Award Wage
	\$	\$	\$	\$
(1) Adult Employees:				
(a) Landscape Tradesperson	373.30	142.00	515.30	515.30
(b) Landscape Employee Grade 1	302.00	142.00	444.00	467.40

LAUNDRY WORKERS' AWARD, 1981 NO. A 29 OF 1981**7. - WAGES**

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:

(1) (a) Adult Employees

	Relativity To Trades- person %	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$
Laundry Employee - Grade 1	80	333.75	142.00	475.75
Laundry Employee - Grade 2	80	354.60	142.00	496.60
Laundry Employee - Grade 3	91	379.65	142.00	521.65
Laundry Employee - Grade 4	95	396.35	142.00	538.35

(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 employees shall receive the prescribed percentage of the adult rate for the class of work on which they are engaged.

	%
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	Adult Rates

(3) Transition to New Classification Structure:

(a) As at the first pay period commencing on or after the 3 March 1993 all employees employed pursuant to the provisions of this award shall be transferred to the new classification structure.

(b) Provided that no employee shall suffer a reduction in wages as a result of transfer onto the new classification structure.

(4) Casual employees shall receive 20 per cent in addition to the rates prescribed in this clause for the work performed.

LICENSED ESTABLISHMENTS (RETAIL AND WHOLESALE) AWARD 1979 NO. R 23 OF 1977**21. - WAGES**

The minimum rates of wages payable to workers under this award shall be as follows -

PART I - RETAIL ESTABLISHMENTS

(1) ADULTS (Classification and Wage per Week):

Operative on and from 4 June 2004 for both parts I and II of this clause

	\$	ASNA	TOTAL
(a) Shop Assistant, Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson Packer, Despatch Hand, Reserve Stock Hand	409.00	118.00	527.00
(b) Window Dresser	415.90	118.00	533.90
(c) Shop Assistant, Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson Packer, Despatch Hand, who is required by the employer to be in charge of a shop or other employees -			
(i) If placed in charge of a shop with no other employees or, if placed in charge of less than three other employees	419.40	118.00	537.40
(ii) If placed in charge of three or more other employees, but less than ten other employees	429.00	118.00	547.00
(iii) If placed in charge of ten or more other employees	445.50	120.00	565.50
(d) Window Dresser who is required by the employer to be in charge of a shop or other employees -			
(i) If placed in charge of a shop with no other employees or, if placed in charge of less than three other employees	426.00	118.00	544.00

	\$	ASNA	TOTAL
(ii) If placed in charge of three or more other employees, but less than ten other employees	434.90	118.00	552.90
(iii) If placed in charge of ten or more other employees	452.20	120.00	572.20
(e) Storeperson Operator Grade I	420.20	118.00	538.20
(f) Storeperson Operator Grade I who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	430.00	118.00	548.00
(ii) If placed in charge of three or more other employees but less than ten other employees	439.40	120.00	559.40
(iii) If placed in charge of ten or more other employees	455.90	120.00	575.90
(g) Storeperson Operator Grade II	425.00	118.00	543.00
(h) Storeperson Operator Grade II who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	435.50	118.00	553.50
(ii) If placed in charge of three or more other employees but less than ten other employees	444.20	120.00	564.20
(iii) If placed in charge of ten or more other employees	461.70	120.00	581.70

PART II - WHOLESALE AND OTHER ESTABLISHMENTS

(1) ADULTS (Classification and Wage per week):

	\$	ASNA	TOTAL
(a) Head Cellarperson	446.90	120.00	566.90
(b) Storeperson, Packer, Despatch Hand, Reserve Stock Hand	409.00	118.00	527.00
(c) Storeperson, Packer, Despatch Hand, Reserve Stock Hand, who is required by the employer to be in charge of a store or other employees -			
(i) If placed in charge of a store with no other employees, or if placed in charge of less than three other employees	419.40	118.00	537.40
(ii) If placed in charge of three or more other employees, but less than ten other employees	428.00	118.00	546.00
(iii) If placed in charge of ten or more other employees	446.50	120.00	566.50
(d) Filling Process Employee (as defined)	392.70	118.00	510.70
(e) Storeperson Operator Grade I	420.20	118.00	538.20
(f) Storeperson Operator Grade I who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	430.60	118.00	548.60
(ii) If placed in charge of three or more other employees but less than ten other employees	439.40	120.00	559.40
(iii) If placed in charge of ten or more other employees	456.90	120.00	576.90
(g) Storeperson Operator Grade II	425.00	118.00	543.00
(h) Storeperson Operator Grade II who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	435.50	118.00	553.50
(ii) If placed in charge of three or more other employees but less than ten other employees	443.20	120.00	563.20
(iii) If placed in charge of ten or more other employees	461.70	120.00	581.70

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 III - JUNIOR WORKERS

- (1) The minimum rates of wages payable to all junior workers covered by this award shall be as follows:
Junior workers (per cent of the wage prescribed herein for Storeman. Packer, Despatch Hand, Reserve Stock hand)

	%
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

PART IV - ADDITIONAL PAYMENTS

In addition to the rates prescribed elsewhere in this clause the following allowances and rates shall be paid to a worker where applicable.

- (1) (a) An employee required to operate a ride-on power operated tow motor, a ride-on power operated pallet truck or a walk beside power operated high lift stacker in the performance of his/her duties shall be paid an additional 44 cents per hour whilst so engaged.
- (b) An employee required to operate a ride-on operated fork lift, high lift stacker or high lift stock picker or a power operated overhead traversing hoist in the performance of his/her duties shall be paid an additional 61 cents per hour whilst so engaged.
- (c) The allowances prescribed by this subclause shall not be payable to an employee engaged, and paid, as a "Storeman Operator Grade I" or a "Storeman Operator Grade II".
- (2) (a) A worker shall receive an additional payment for every hour of which he spends 20 minutes or more in a cold chamber in accordance with the following:
In a cold chamber in which the temperature is:
- (i) Below 0 degrees Celsius to - 20 degrees Celsius 66 cents per hour.
- (ii) Below - 20 degrees Celsius to - 25 degrees Celsius 77 cents per hour
- (iii) Below - 25 degrees Celsius, 88 cents per hour.
- (b) Employees required to work in temperatures less than - 18.9 degrees Celsius shall be medically examined at the employer's expense.

39B. - TRAINEESHIPS

- (1) Scope
- (a) Subject to paragraph (b) of this subclause, this clause 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 Licensed Establishments (Retail and Wholesale) Award 1979 No. R 23 of 1977.
- (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 Licensed Establishments (Retail and Wholesale) Award 1979 No. R 23 of 1977.

"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 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 programme 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 programme 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 programme 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 five 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 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 shift work in order to ensure the training programme is successfully completed.
 - (ii) No Trainee shall work overtime or shift work on their own unless consistent with the provisions of this award.
 - (iii) No Trainee shall work shift work 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-shift work 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.

School Leaver	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	140.00 (50%)	172.00 (33%)	229.00
	163.00 (33%)	195.00 (25%)	
plus 1 year out of school	195.00	229.00	262.00
plus 2 years	229.00	262.00	307.00
plus 3 years	262.00	307.00	350.00
plus 4 years	307.00	350.00	
plus 5 years	350.00		

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.

- (b) The Skill level of approved Traineeships in the retail and wholesale industries has been agreed to be Skill Level B.
- (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 1 January 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.

LIFT INDUSTRY (ELECTRICAL AND METAL TRADES) AWARD, 1973 NO. 9 OF 1973

FIRST SCHEDULE - WAGES

- (1) (a) The rate of wage payable to each employee covered by this Award shall be set out hereunder and shall comprise the base rate and supplementary payment for each classification and in addition the special payment assigned to the class of work.

Classifications	Rate Per Week \$	Arbitrated Safety Net Adjustment \$	Total Rate \$
Lift Industry Employee Grade 5 Electrician Special Class	457.50	144.00	601.50
Lift Industry Employee Grade 4 Fitter Erector	447.30	144.00	591.30
Lift Industry Employee Grade 3 Electrical fitter Electrical Installer Fitter	432.50	144.00	576.50
Lift Industry Employee Grade 2 Tool & Material Storeperson	392.40	142.00	534.40
Lift Industry Employee Grade 1 Tradesperson's Assistant	378.60	142.00	520.60

- (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) Interim Arrangements:

The wage rates and classification structure as prescribed in subclause (1) hereof are an interim measure to allow the parties to facilitate a testing process of the new classification structure in the lift industry and to assist in the smooth transition from the old classification structure to the new classification structure when finalised.

- (3) **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 ten other employees | \$ 21.70 |
| (b) | If placed in charge of more than ten and not more than twenty other employees | 33.10 |
| (c) | If placed in charge of more than twenty other employees | 42.70 |

- (4) Apprentices:

(Wage rate per week expressed as a percentage of the base rate, supplementary payment and additional payment shown for a Lift Industry Worker Grade 3)

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

- (5) Junior Workers:

(Wage rate expressed as a percentage of the Lift Industry Worker Grade 1 base rate, supplementary payment and additional payment).

	Base Rate Per Week	Supp. Pay & Add. Pay Per Week
	%	%
Under 16 years of age	35	30
Between 16 and 17 years of age	45	35
Between 17 and 18 years of age	55	40
Between 18 and 19 years of age	65	48
Between 19 and 20 years of age	78.5	55
Between 20 and 21 years of age	93	75

- (6) (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 his/her work as a tradesperson or as an apprentice the employer shall pay a tool allowance of:-
- (i) \$12.00 per week to such tradesperson; or
- (ii) In the case of an apprentice a percentage of \$12.00 being the percentage which appears against his/her years of apprenticeship in Clause 3 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.
- (b) Any tool allowance paid pursuant of paragraph (a) of 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 tradesperson 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/her employer if lost through his/her negligence.
- (7) **Structural Efficiency:**
- (a) The parties to this Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the Lift Industry and to enhance the career opportunities and job security of employees in the industry.
- (b) The parties will establish working groups for the testing and/or trialling of various skill levels and to enable proper consultation with both employees and employers in the industry on matters consistent with the objectives of subclause (a) herein. The parties shall process any such matters through the working groups.
- (c) Measures raised for consideration consistent with subclause (c) herein shall be related to implementation of new classification structure, any facilitative provisions contained in this Award and matters concerning training.
- (d) Without limiting the rights of either an employer or a Union to arbitration, any other measure designed to increase flexibility on a site or within an enterprise sought by any party shall be notified to the relevant working group and by agreement of the parties involved shall be implemented 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 working group will consider the implications of the proposed measures for existing on-site arrangements.
- (iii) The majority of employees affected by any change at the site or enterprise must genuinely agree to the change.
- (iv) No employee shall lose income as a result of the change.
- (v) The relevant Union or Unions must be a party to the agreement.
- (vi) The relevant Union or Unions shall not unreasonably oppose any agreement.
- (vii) Any agreement shall be subject, where appropriate, 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.
- (e) Award restructuring should be given its wider meaning, and should not be confined to the restructuring of classifications but may extend to the review of other restrictive provisions which currently operate. To that end, such restrictive provisions will be reviewed on an on-going basis.
- (f) The parties to this Award recognise that in order to increase the efficiency, productivity and international competitiveness of industry, a greater commitment to training and skill development is required. Accordingly, the parties commit themselves to:
- (i) Developing a more highly skilled workforce;
- (ii) Providing employees with career opportunities through appropriate training to acquire additional skills; and
- (iii) Removing barriers to the utilization of skills acquired.
- (h) Any disputes arising in relations to the implementation of this Clause shall be subject to the provisions of Clause 29. - Dispute Settlement Procedure.
- (8) **Award Modernisation**
- (a) The parties are committed to modernising the terms of the Award so that it provides for more flexible working arrangements, improves the quality of working life, enhances skills and job satisfaction and assists positively in the restructuring process.
- (b) The parties commit themselves to the following principles as part of the structural efficiency process and have agreed to participate in a testing process in accordance with the provisions of this Clause:
- (i) Acceptance in principle that any new Award skill level definitions developed will be more suitable for the needs of the industry, sometimes more broadly based, in other matters more truly reflective of the different skill levels of the tasks now performed, but which shall incorporate the ability for an employee to perform a wider range of duties where appropriate.
- (ii) The parties will seek to create a genuine career path for employees which allows advancement based on industry accreditation and access to training.
- (iii) Co-operation in the transition from the old structure to any new structure in an orderly manner without creating false expectations or disputation.

MALTING INDUSTRY AWARD 1993 NO. A 6 OF 1993

SCHEDULE B - RATES OF PAY AND ALLOWANCES

- (1) Rates of Pay - The minimum weekly rate payable to employees covered by this Award shall be as follows:

(a)	Joe White Maltings Ltd (Union Maltings, Perth)	\$	ASNA	TOTAL
		12/06/90	\$	\$
(i)	Maltster	389.80	104.00	493.80
(ii)	Senior Maltster	399.80	104.00	503.80
(iii)	Leading Hand	422.80	104.00	526.80

The rates of pay in sub-clause (a) of this Schedule include arbitrated safety net adjustments available since December 1993 under the Arbitrated Safety Net Adjustments Principle.

The 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) Kirin Australia Pty Ltd			ASNA	TOTAL
		\$	\$	\$
(i)	Malt Production Operator Level 1	398.04	142.00	540.04
(ii)	Malt Production Operator Level 2	406.18	142.00	548.18
(iii)	Malt Production Operator Level 3	410.26	142.00	552.26
(iv)	Malt Production Operator Level 4	416.36	142.00	558.36
(v)	Malt Production Operator Level 5	422.47	142.00	564.47
(vi)	Malt Production Operator Level 6	428.58	142.00	570.58

The rates of pay in sub-clause (b) of this Schedule include all of the arbitrated safety net adjustments available since December 1993 under the Arbitrated Safety Net Adjustments Principle.

The 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) Allowances:

		\$
		12/06/90
(a)	First Aid	7.00 pw
(b)	Industry Allowance	12.72 pw
(c)	Meal Allowance	5.30 pw
(d)	Laundry Allowance	6.36 pw

THE MANUFACTURING CHEMISTS AWARD, 1976 NO. R 3 OF 1976

7. - WAGES

The following shall be the minimum weekly rate of wage payable to employees covered by this award with effect on and from 4 June 2004.

(1) Adult Employees

Classifications	Base Rates Per Week	Arbitrated Safety Net Adjustments	Total Award Rate Per Week
	\$	\$	\$
(a) Extracts, Essences and Distillation			
First Class Plant Operative	363.15	142.00	505.15
Second Class Plant Operative			
1 st three months	336.60	142.00	478.60
Thereafter	343.25	142.00	485.25
(b) Galenicals, Patents, Medicines, Cordials etc			
First Class Factory Hands	330.05	142.00	472.05
Factory Hands (Handling Corrosive Acids)	321.65	142.00	463.65
(c) General Factory Hands	304.30	142.00	446.30

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) Junior Employees (Percent of rate for classification in which employed):	%
Under 16 years of age	50
16 to 17 years of age	60
17 to 18 years of age	70

- (2) Junior Employees (Percent of rate for classification in which employed):—*continued*
- | | |
|-----------------------|------------|
| 18 to 19 years of age | % |
| 19 to 20 years of age | 80 |
| 20 years and over | 90 |
| | Adult Rate |
- (3) Leading Hands (per week extra):
- | | |
|---|-------|
| In charge of - | \$ |
| (a) Less than three other employees | 10.98 |
| (b) Not less than three and not more than ten other employees | 22.07 |
| (c) More than ten other employees | 32.20 |
| (d) More than twenty other employees | 43.55 |
- (4) Additional Rates:
Where an employee is required to drive a fork lift in the performance of their duties they shall be paid an additional 35 cents per hour whilst so engaged.
- (5) Casual Employees:
Casual employees shall receive 20 percent in addition to the ordinary rates prescribed in this clause for the work performed.

MARINE STORES AWARD NO. 13 OF 1958

6. - RATES OF PAY

- (1) The minimum weekly rate of wage payable to employees covered by this award shall be as follows:

Classification	Base Rate	Arbitrated Safety Net Adjustments	Minimum Rate
	\$	\$	\$
General Hand	317.10	142.00	459.10
Sorter	289.30	142.00	431.30
Packer	289.30	142.00	431.30
Washer of Bottles	289.30	142.00	431.30
Cutter of Cloth	289.30	142.00	431.30

- (2) Junior employees shall be paid the following percentage of the rate of pay 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
At 20 years of age	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.

MASTERS AND DECKHANDS TOTAL HARBOUR SERVICES PTY LTD AWARD NO. A 7 OF 1993

4. - RATES OF PAY

- The minimum weekly rates of pay to apply to employees covered by this Award shall be as follows:

	Per Week	ASNA	TOTAL
	\$	\$	\$
(1) Master	490.00	106.00	596.00
(2) Adult Deckhand	444.00	104.00	548.00

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.

- (3) Youths - according to age (percent of adult wage per week):

	%
Less than 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%

Provided that a 19 year old youth with two or more years of experience shall be paid 100% of the adult wage.

MASTERS DAIRY AWARD 1994 NO. A 2 OF 1994

SCHEDULE 2 - WAGE RATES

		Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate\$	
1.	Production				
	Dairy Production Worker	Grade 1	333.03	142.00	475.03
	Dairy Production Worker	Grade 2	367.60	142.00	509.60
	Dairy Production Worker	Grade 3	375.15	142.00	517.15
	Dairy Production Worker	Grade 4	383.54	142.00	525.54
	Dairy Production Worker	Grade 5	400.41	142.00	542.41
	Dairy Production Worker	Grade 6	408.79	142.00	550.79
	Dairy Production Worker	Grade 7	425.66	144.00	569.66
2.	Transport				
	Driver	Grade 3	387.58	142.00	529.58
	Driver	Grade 4	399.48	142.00	541.48
	Driver	Grade 6	415.31	144.00	559.31
	Driver	Grade 7	423.28	144.00	567.28
3.	Maintenance				
	Tradesperson's Assistant	Grade C11	390.99	142.00	532.99
	Tradesperson Mechanic	Grade C10	423.80	144.00	567.80
	Tradesperson Mechanic	Grade C9	445.43	144.00	589.43
	Tradesperson Mechanic	Grade C8	488.24	142.00	630.24
4	Warehouse				
	Storeperson	Grade 1	389.95	142.00	531.95
	Storeperson	Grade 2	406.19	142.00	548.19
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.

MASTERS, MATES AND ENGINEERS PASSENGER FERRIES AWARD NO. A 9 OF 1996

7. - RATES OF PAY

- (1) The hourly rates of pay shall be:

Classification	\$ per annum	ASNA	TOTAL	\$ per hour
Skipper	38610	4903	43513	18.60
Engineer	37440	4903	42343	18.10
Mate	32760	5008	37768	16.14

EDITOR'S NOTE: Hourly rate calculated by dividing total per annum by 2340

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) This award shall not operate to cause an employee to suffer a reduction in ordinary time hourly earnings that such employee is receiving prior to the implementation of this award.
- (3) Casual employees shall receive a 20% loading in addition to the appropriate hourly rate for all hours worked.

MATERIALS TESTING EMPLOYEES' AWARD, 1984 NO. A 5 OF 1982

9. - WAGES

The minimum weekly rate of wage payable to employees covered by this Award shall be -

- (1) Trainee Technical Assistants and Junior Employees
(Expressed as a percentage of the "First Year of Continuous Service" rate of wage provided in paragraph (a) of subclause 2 of this clause, and calculated to the nearest ten cents).

	%
17 years of age and under	45
18 years of age	62
19 years of age	75
20 years of age	88

- (2) Adult Employees

	Years of Continuous Service within Industry	Base Rate	Safety Net Adjustment	Total Weekly Wage
Classification		\$	\$	\$
(a) Technical Assistant	First	378.50	142.00	520.50
	Second	391.30	142.00	533.30
	Third	402.90	142.00	544.90
	Fourth	415.80	144.00	559.80
	Fifth	427.50	144.00	571.50

An adult "Trainee Technical Assistant" shall, during the first six months of his/her employment, be paid at the rate of 88 percent of the first year rate provided herein for a "Technical Assistant".

(b) Technician	First	436.30	144.00	580.30
	Second	452.00	144.00	596.00
	Third	467.00	142.00	609.00
(c) Technical Officer	First	480.00	142.00	622.00
	Second	499.90	142.00	641.90
	Third	522.90	144.00	666.90

- (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.

MATILDA BAY BREWING COMPANY LIMITED ENTERPRISE AWARD 1994 NO. A 22 OF 1990

7. - INTERIM PAY STRUCTURE AND ALLOWANCES

- (1) Pay Structure
Matilda Bay will have a single yearly base rate of pay excluding overtime, consisting of the following components.

(a) Existing Operators			
Base		\$	
	456.29 x 52	=	23727
	E.A. increase	=	1149
	(As per subclause (1)(e)(i) of this clause)		

(a)	Existing Operators— <i>continued</i>		
	Base		\$
	Shortfall		
	5% of base x 52	=	1187
	Service Element		
	13.39 x 52	=	696
	Annual Leave Loading, Christmas Bonus		
	456.29 x 4 (7.69% of base)	=	1825
	A.S.N.A.		7512

	Yearly Base Rate		36096
			=====
(b)	Existing Tradespersons		
	Base		\$
	538.82 x 52	=	28019
	E.A. inc	=	1357
	(As per subclause (1)(e)(i) of this clause)		
	Shortfall		
	5% of base x 52	=	1401
	Service Element		
	13.39 x 52	=	696
	Annual Leave Loading, Christmas Bonus		
	538.82 x 4 (7.69% of base)	=	2155
	A.S.N.A.		7407

	Yearly Base Rate		41035
			=====

(c) Interim Acting Team Leaders' Rate

Acting Team Leaders will have their base rate increased by 6% for the period they acted as team leaders. This arrangement will remain in place until the skills based pay structure and the modular training system are developed and implemented.

(d) The above are the rates around which the classification structure will be built. Progression through the pay structure will be as detailed in Clause 6. - Skills Formation and Career Development of this Award.

(e) The total Award increases provided for consist of:

- (i) 4.5% from 1 August 1993.
- (ii) 3% from 1 August 1994 subject to paragraph (g) of this subclause.

(f) The yearly rate came into effect from 15 September 1993.

(g) The 3% increase detailed in paragraph (e) of this subclause is based on the successful implementation and operation of a system of key performance indicators, which will be in place by July 1994 or earlier.

These indicators will be established by the Joint Consultative Committee.

The amount of such increase is detailed in paragraphs (a) and (b) of this subclause.

(2) Allowances

- (a) An employee who holds a current certificate of first aid (as agreed between the parties), and is allocated first aid duties shall be paid an allowance of \$11.80 per week.
- (b) Overtime meal allowance - \$9.50.
- (c) Tool allowance - \$10.60 per week to those employees required to provide their own tools in relation to exercising their trade skills.

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.

"MEAT INDUSTRY (NORTHWEST ABATTOIRS)" AWARD NO. A 12 OF 1988**10. - 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.

The minimum rates of wages payable per week to adult employees covered by this award shall be as follows:

		PER WEEK Column A			PER WEEK Column B		
		Base Classificat ion Rate	Rates include ASNA	\$	Over Tally Rate	Rates include ASNA	\$
(1)	Employees in slaughtering -						
(a)	Slaughterman	371.20	104.00	475.20	352.50	104.00	456.50
(b)	Worker in Head Ring	330.80	104.00	434.80	313.70	104.00	417.70
(c)	Trimmer of Sides	330.80	104.00	434.80	313.70	104.00	417.70
(d)	Viscera Separator	327.20	104.00	431.20	310.20	104.00	414.20
(e)	Offal Packer	327.20	104.00	431.20	310.20	104.00	414.20
(f)	Offal Trimmer	324.30	104.00	428.30	307.40	104.00	411.40
(g)	Tally Clerk	323.70	104.00	427.70	306.80	104.00	410.80
	Process Worker	317.50	104.00	421.50	300.90	104.00	404.90

A Process Worker shall be competent to carry out any or all of the following duties - operate a rumble cleaner and roller cleaner; operate a spray washer, work in a chiller/cold room and any general duties as may be directed.

(2)	Employees in boning section -						
(a)	Boner	356.20	104.00	460.20	338.10	104.00	442.10
(b)	Slicer	336.20	104.00	440.20	319.00	104.00	423.00
(c)	Spotter/packer	327.20	104.00	431.20	310.20	104.00	414.20
(d)	Whizzard Knife Operator	324.30	104.00	428.30	307.40	104.00	411.40
(e)	Trimmer	324.30	104.00	428.30	307.40	104.00	411.40
(f)	Strapping, wiring or glueing machine operator	324.30	104.00	428.30	307.40	104.00	411.40
(g)	Scales Operator	324.30	104.00	428.30	307.40	104.00	411.40
(h)	Tally Clerk	323.70	104.00	427.70	306.80	104.00	410.80
(i)	Process Worker	309.00	104.00	413.00	293.00	104.00	397.00

A Process Worker shall be competent to carry out any or all of the following duties - monitoring and maintaining basic hygiene; work in a chiller/cold room and any general duties as may be directed

(3)	Employees in by-products section -						
	The five classification rates for employees in the by-products are broadbanded into one rate. Employees engaged in the five positions at intervals agreed between the employer and employee but not less than fortnightly.						
(a)	Operator of Continuous rendering Processing Plant	319.30	104.00	423.30	303.20	104.00	407.20
(b)	Blood Cooker or Separator Operator	319.30	104.00	423.30	303.20	104.00	407.20
(c)	Employees in Condemned Area	319.30	104.00	423.30	303.20	104.00	407.20
(d)	Operator of Hand Washer	319.30	104.00	423.30	303.20	104.00	407.20
(e)	By-Products employee not otherwise classified	319.30	104.00	423.30	303.20	104.00	407.20
(4)	Employees in freezer section -						
(a)	Freezer hand (i.e. an employee who is required to work in a temperature between minus 16 degrees Celsius and zero degrees Celsius)	325.20	104.00	429.20	303.20	104.00	407.20

(b) Employees required to work in a temperature below minus 16 degrees Celsius shall be paid an extra \$1.39 per day provided that if minus 18 degrees Celsius he/she shall be paid an extra \$2.67 per day and if the temperature is below minus 23 degrees Celsius he shall be paid an extra \$5.40 per day.

- (5) Employees in hide section -
 Hideman 318.60 104.00 422.60 301.90 104.00 405.90
 All work performed in preparing hides for shipment shall be paid for at the time rate of the hideman's classification.
- (6) Driver of a fork lift 344.50 104.00 448.50 326.80 104.00 430.80
- (7) Employees in livestock and yard section -
 Stockman or penner up 316.10 104.00 420.10 299.60 104.00 403.60
- (8) Employees employed in the hygiene gang shall be paid a loading of 25 per cent of their ordinary hours of work.
- (9) Employees in laundry section:-
 Laundry hand 313.10 104.00 417.10 296.60 104.00 400.60
- (10) Adult Leading Hands -
 Any employee who is placed in charge for not less than one day of -
 (a) not less than three and not more than ten other employees shall be paid at the rate of \$11.33 per week extra;
 (b) more than ten and not more than 20 other employees shall be paid at the rate of \$17.60 per week extra;
 (c) more than 20 other employees shall be paid at the rate of \$23.20 per week extra.

MEAT INDUSTRY (STATE) AWARD, 2003 NO. R 9 OF 1979

16. - CLASSIFICATIONS AND WAGE RATES

- (1) The following shall be the minimum weekly rates of wages payable to employees under this award who, for the purpose of this clause, shall be graded pursuant to the definitions contained and described in each subclause hereunder.

Career Progression and Promotion:

- (a) The skills required in the establishment are broadly grouped in levels are detailed below. Employees working under these classifications shall work in any or all range of jobs within a level to the extent of their training, skills and qualifications. This may involve an employee working in a number of sections or departments depending upon work requirements including to meet short-term operational requirements.
- (b) Employees shall be employed to carry out such duties as may be directed by the employer from time to time subject to the limits of their skills, competence and training.
- (c) An employee may at any time carry out such duties and use tools and equipment as may be directed by the employer provided that the employee has been properly trained in the use of such tools and equipment.
- (d) Any direction given by the employer in accordance with any of the above shall be consistent with the employer's obligations under the *Occupational Safety and Health Act 1984*.
- (2) Adult Wage Rates

Classification Group	Minimum Rate Per Week	Minimum Rate Per Hour
PW - Level 1	\$467.40	\$12.30
PW - Level 2	\$472.70	\$12.44
PW - Level 3	\$501.05	\$13.19
PW - Level 4	\$525.30	\$13.82
PW - Level 5 *	\$561.20	\$14.77
PW - Level 6	\$613.70	\$16.15
* Key classification rate		

- (3) Skills and Classification Structure

(a) PROCESS WORKER - LEVEL 1

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months. At this level an employee performs routine duties essentially of a manual nature and to the level of their training -

Skills / Duties -

- * Works under direct supervision.
- * Exercises minimal judgement.
- * Works to defined procedures.
- * May perform general cleaning duties.
- * Is undertaking on the job training that shall include basic hygiene requirements, health and safety requirements as well as basic safe working practices and basic industrial relations procedures, for an initial period not exceeding three months.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Labourer with less than 3 months service.

(b) PROCESS WORKER - LEVEL 2

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 1 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 1, the following skills are required at this level -

- * Works under direct supervision but with responsibility for the quality of their work.
- * Operates basic machinery and equipment.
- * Exercises limited judgement.
- * Operates from a basic set of procedures and instructions.
- * Has an undertaking of and undertakes basic quality control / assurance procedures.
- * Operates flexibly between packing stations.

And may :

- Have a basic understanding of quality control, meat handling and hygiene process and techniques.
- Possess some internally / external customer service skills.
- Use a range of basic hand tools.
- Is responsible for the quality of their work.
- Operates hand trolleys and pallet trucks.
- Works in a team environment.
- Exercise basic keyboard skills.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Carton room hand.
2. Chiller room hand undergoing training.
3. Cook assistant.
4. Knife hand
5. Labourer with more than 3 months service.
6. Labourer with more than 3 months experience in the meat industry.
7. Laundry employee.
8. Meat loading and lumping.
9. Packer / spotter undergoing training.
10. Sastek operator undergoing training.
11. Stock person
12. Strapping / gluing machinery operator.
13. Table hand
14. Trimmer Whizz and Knife Operator not associated with a constant unit rate system.

(c) PROCESS WORKER - LEVEL 3

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 2 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 2, the following skills are required at this level -

- * Exercise discretion within the scope of this level.
- * Use relevant tools and equipment.
- * Possess and utilise numeracy and literacy skills.
- * Have responsibility for the quality of their work subject to routine supervision.
- * Be able to work in a team environment.

And may :

- Assist in the provision of on the job training to a limited degree.
- Have a sound understanding of meat handling, processing and quality assurance requirements and procedures.
- Have a knowledge of and perform to customer specification requirements.
- Possess good knife skills and utilise them where applicable.
- Perform routine maintenance on equipment.
- Receive on / off the job training.
- Exercise intermediate keyboard skills.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. By-products operator competent on one machine.
2. Clerk employed on a constant unit rate system.
3. Driver of Vehicle 1.25 to 4.50 tonne.
4. Fork lift driver up to and including 5 tonne lifting capacity.

5. Meat slicer operator.
6. Mixing machine / blender.
7. Offal room / running casing.
8. Packer / spotter (all tasks in boning room or slaughter floor, excluding operation of vacuum packing machinery).
9. Pickle - pumper.
10. Sastek operator using basic keyboard skills.
11. Skinning.
12. Stockperson / receiver.
13. Store duties.
14. Team Leader or Leading Hand for Level 1 and 2 positions.
15. Trimmer (all tasks).
16. Trimmer Whizzard and knife operator not associated with a constant unit rate system.

And the inclusion of :

- Boner (undergoing training).
- Leaner.
- Packer (knowledge of all packs, all species and able to rotate to every work station).
- Packer / spotter (knowledge of all packs, all species and able to rotate to every work station).
- Sastek operator with Ausmeat accreditation with all species.
- Slaughter floor and Boning room and operate and grade cryo-vac.
- Slaughter person (undergoing training).
- Slicer (undergoing training).
- Vacuum packing grader.

(d) **PROCESS WORKER - LEVEL 4**

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 3 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 3, the following skills are required at this level -

- * Exercise discretion
- * Have a sound working knowledge of quality assurance, customer specification and Ausmeat and AQIS requirements.
- * Work under little supervision either individually or in a team environment.

And may :

- Assist in the provision of on the job training to a limited degree.
- Perform basic maintenance and operate all relevant equipment.
- Have and utilise numeracy and literacy skills.
- Have First Aid training.
- Receive on or off the job training.
- Exercise advance keyboard skills.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Boner (not able to perform all cuts on a single species and rotate to all stations).
2. By-products operator competent on two machines.
3. Clerk employed on a constant unit rate system.
4. Curer.
5. Driver of Vehicle 4.50 to 13.90 tonne.
6. Dry / smoking hams.
7. Packer (knowledge of all packs, all species, and able to rotate to every work station).
8. Quality Assurance monitor undergoing training.
9. Sastek operator (Grader).
10. Slaughter floor assistant.
11. Slaughter floor and Boning room vacuum packaging grader.
12. Slaughter person (not able to perform all cuts on a single species and rotate to all stations).
13. Slicer (not able to perform all cuts on a single species and rotate to all stations).
14. Team Leader or Leading Hand for Level 2 and 3 positions.

(e) **PROCESS WORKER - LEVEL 5**

An employee at this level has received on and / or off the job training which may include the attainment of a relevant trade qualification or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 4 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 4, the following skills are required at this level -

- * Be responsible for assessing the quality of their own and others work.
 - * Work under little or no supervision
 - * Assist in the provision of on the job training to a limited degree.
 - * Possess a detailed knowledge of quality assurance, Ausmeat and AQIS and customer specifications.
 - * Possess and utilise numeracy and literacy skills.
 - * Have completed an apprenticeship or equivalent.
 - * Co-ordinate work in a team environment.
- And may :
- Possess and utilises superior knife skills.
 - Be able to perform all tasks.
 - Have achieved a certificate AQF Level 3.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Boner (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
2. By-products operator competent on all machinery with full working knowledge of start and stop sequence.
3. Packer / spotter (knowledge of all packs, all species, able to rotate to every work station, Slaughter floor and Boning room and operate and grade vac packing).
4. Quality Assurance Officer (Ausmeat accreditation).
5. Sastek Operator (Grader).
6. Slaughter person (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
7. Slicer (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
8. Smallgoods maker.
9. Team Leader or Leading Hand for position up to Level 4.
10. Trades person Butcher.

(f) PROCESS WORKER - LEVEL 6

An employee at this level has received on and / or off the job training so as to enable the employee to perform work within the scope of this level and holds an appropriate trade qualification. At this level an employee performs work above and beyond the skills of an employee at Level 5 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 5, the following skills are required at this level -

- * Train other employees

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Boner (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
2. Slicer (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
3. Slaughter person (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
4. Team Leader or Leading Hand for position up to Level 5.

(4) Apprentices:

The rates of wages to be paid to apprentices shall be based on the following percentage to the key classification rate:

(a)	Four year term	%
	First year	40
	Second year	50
	Third year	75
	Fourth year	95
(b)	Three year term	%
	First year	50
	Second year	75
	Third year	95

(5) Junior employees:

- (a) Other than drivers of motor vehicles, the minimum weekly wage rates for juniors shall be based on the following percentage of the total adult wage applicable to the classification in which they are employed:
- | | |
|-----------------------|----|
| Under 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) | The minimum weekly wage rates for junior employees employed as drivers of motor vehicles shall be based on the following percentage of the total adult wage for the capacity of the vehicle being driven: | |
| | | % |
| | Under 19 years of age | 70 |
| | 19 to 20 years of age | 80 |
| | 20 and over years of age | 100 |

- (6) Subject to the provisions of this clause an employer may, at the election of the employer, remunerate employees under an incentive or bonus payment system as an alternative in lieu of or in addition to the time work payment system prescribed in this award.

58. - CLASSIFICATIONS AND WAGE RATES

- (1) The following shall be the minimum weekly rates of wages payable to employees under this award who, for the purpose of this clause, shall be graded pursuant to the definitions contained and described in each subclause hereunder.

Career Progression and Promotion:

- (a) The skills required in the establishment are broadly grouped in levels are detailed below. Employees working under these classifications shall work in any or all range of jobs within a level to the extent of their training, skills and qualifications. This may involve an employee working in a number of sections or departments depending upon work requirements including to meet short-term operational requirements.
- (b) Employees shall be employed to carry out such duties as may be directed by the employer from time to time subject to the limits of their skills, competence and training.
- (c) An employee may at any time carry out such duties and use tools and equipment as may be directed by the employer provided that the employee has been properly trained in the use of such tools and equipment.
- (d) Any direction given by the employer in accordance with any of the above shall be consistent with the employer's obligations under the *Occupational Safety and Health Act 1984*.

- (2) Adult Wage Rates

Classification Group	Minimum Rate Per Week	Minimum Rate Per Hour
RW - Level 1	\$467.40	\$12.30
RW - Level 2	\$472.70	\$12.44
RW - Level 3	\$501.05	\$13.18
RW - Level 4	\$525.30	\$13.82
RW - Level 5 *	\$561.20	\$14.77
RW - Level 6	\$587.45	\$15.46
* Key classification rate		

- (3) Skills and Classification Structure

(a) **RETAIL WORKER - LEVEL 1**

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months. At this level an employee performs routine duties essentially of a manual nature and to the level of their training -

Skills / Duties -

- * Works under direct supervision.
- * Exercises minimal judgement.
- * Works to defined procedures.
- * May perform general labouring and cleaning duties.
- * Is undertaking on the job training that shall include basic hygiene requirements, health and safety requirements as well as basic safe working practices and basic industrial relations procedures, for an initial period not exceeding three months.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Labourer with less than 3 months service.

(b) **RETAIL WORKER - LEVEL 2**

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months 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 Level 1 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 1, the following skills are required at this level -

- * Shall have less than twelve months experience in a retail establishment.
- * Performs routine duties, essentially of a manual nature.
- * Works under routine supervision either individually or in a team environment.
- * Exercises discretion within their level of skills and training.
- * Posses a greater knowledge of hygiene requirements and may also use a range of basic hand tools.

And may :

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Cleaner.
2. Counter hand undergoing training.
3. Wrapper / packer undergoing training

(c) RETAIL WORKER - LEVEL 3

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 2 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 2, the following skills are required at this level -

- * Shall have more than twelve months experience in a retail establishment.
- * Exercise discretion within the scope of this level.
- * Possess and utilise numeracy and literacy skills.
- * Have responsibility for the quality of their work subject to routine supervision.
- * Possess limited customer service skills.
- * Have a sound understanding of hygiene requirements.
- * Is receiving training to develop skills in wrapping, weighing, packing, sealing, labelling and slicing.
- * Is receiving training on basic packaging machinery/equipment.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

(d) RETAIL WORKER - LEVEL 4

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 3 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 3, the following skills are required at this level -

- * Exercise discretion within the scope of this level.
- * Possess and utilise numeracy and literacy skills.
- * Have responsibility for the quality of their work.
- * Possess effective interpersonal skills in providing advice to customers.
- * Have a sound understanding of hygiene requirements.
- * Have skills in wrapping, weighing, packing, sealing, labelling and slicing.
- * Can competently operate relevant packing machinery/equipment.
- * Has a superior knowledge of hygiene requirements.
- * Has a sound knowledge of customer enquiries by explaining product feature/benefits and cooking information.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Wrapper / packer with customer service skills.
2. Skilled counterhand.

(e) RETAIL WORKER - LEVEL 5

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, which may include the attainment of a relevant trade qualification or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 4 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 4, the following skills are required at this level -

- * Shall be responsible for assessing the quality of their own and others work.
- * Works under little supervision.
- * Assists in the provision of on the job training to a limited degree.
- * Have a detailed knowledge of quality assurance and customer specifications.
- * Possess and utilise numeracy and literacy skills.
- * Completed an apprenticeship of equivalent.
- * Possess and utilise superior knife skills.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Trades person Butcher.

(f) RETAIL WORKER - LEVEL 6

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to work within the scope of this level and holds an appropriate trade qualification. At this level an employee performs above and beyond the skills of an employee at Level 5 and to the level of their training -

Skills / Duties -

In addition to the skills / duties required at Level 5, the following skills are required at this level -

- * Train other employees
- * Has obtained appropriate and relevant quality assurance accreditation and detailed knowledge of quality assurance and customer specification.

Job Description -

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform

1. First shop person.

(4) Apprentices:

The rates of wages to be paid to apprentices shall be based on the following percentage to the key classification rate:

(a)	Four year term	%
	First year	40
	Second year	50
	Third year	75
	Fourth year	95
(b)	Three year term	%
	First year	50
	Second year	75
	Third year	95

(5) Junior employees:

- (a) Other than drivers of motor vehicles, the minimum weekly wage rates for juniors shall be based on the following percentage of the total adult wage applicable to the classification in which they are employed:

	%
Under 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) The minimum weekly wage rates for junior employees employed as drivers of motor vehicles shall be based on the following percentage of the total adult wage for the capacity of the vehicle being driven:

	%
Under 19 years of age	70
19 to 20 years of age	80
20 and over years of age	100

17. - WORK OF EMPLOYEES IN BONING ROOMS

- (1) (a) "Boner" - a boner's work shall be the boning out whole carcasses of beef, veal, mutton, lamb, pork, goats and / or piecemats in any of those categories. The foreperson shall direct the boning method required, that is, straight or specified boning and s/ or piecemeat boning.
- (i) Straight boning shall mean any type of boning on benches or rails other than specified or piecemeat boning.
 - (ii) Specified or piecemats boning shall mean the type of cut that the employer or foreperson directs the boner to carry out.
- (b) The duties of a slicer shall be the removal of sinews, serous membrane, lymph glands, excessive fat, dirt, foreign material, skinning out and slicing to size (including cubing), removal of any portion of parts, and placing (but not packing) into cartons or boxes as required.
Provided that the task of cubing shall not be required of an employee engaged in the classification of slicer employed on a constant unit system of operation and remuneration except by agreement between the union and the employees concerned and the approval of the Commission.
- (c) The duties of a pre-trimmer shall be the removal of seeds, burrs, hair, hide or wool pieces, contamination or other foreign materials.
- (d) The duties of a spotter / packer shall be to inspect meat, before packing, for quality and / or specification and may include the removal of hair, dirt or pieces of sinew with a knife, shears or scissors (but not including trimming or slicing) and the wrapping of meat when required and packing it in cartons or boxes.
- (2) (a) Boning Equivalents - For the purpose of computing the daily constant unit rate the following equivalents shall apply:
- (i) Beef :
 - * One side shall equal two quarters of beef.
 - * One hindquarter shall equal one quarter of beef.
 - * One forequarter shall equal one quarter of beef.

- * One forequarter or hindquarter from a body weighing over 318 kilograms shall equal one and one half quarters of beef.
- * Five briskets shall equal one quarter of beef.
- * Seven briskets with shin shall equal two quarters of beef.
- * Three rumps and loins shall equal two quarters of beef.
- * Fifteen shins shall equal one quarter of beef.
- * Two necks and blades shall equal one quarter of beef.
- * Two ribs and two briskets shall equal one quarter of beef.
- * Three crops shall equal two quarters of beef.
- * Three shoulders shall equal two quarters of beef.
- * Three chucks and blades shall equal two quarters of beef.
- * Five butts shall equal two quarters of beef.
- * Five briskets with shin and portion of clod bone attached shall equal
- * Two quarters of beef.
- * Three loins shall equal one quarter of beef.
- * Bulls and genuine stags weighing:
under 136 kilograms shall equal one carcass of beef
136 kilograms to 272 kilograms shall equal 1.5 carcasses of beef
272.6 kilograms and over shall equal two carcasses of beef.
A "genuine stag" means a fully grown animal that exhibits characteristics of a bull including a definite neck crest. Any dispute arising from this definition shall be determined by a meat inspector.

(ii) Sheep and Goats:

- * One carcass under 29 kilograms or one trunk with chump or portion of chump attached shall equal one carcass.
- * One carcass or one trunk with chump or portion of chump attached over 29 kilograms and under 41 kilograms shall equal one and one-half carcasses.
- * One carcass 41 kilograms or over shall equal two carcasses.
- * One ram lamb 16.3 kilograms and over shall equal one and a half carcasses.
- * One ram or genuine stag shall equal two carcasses.
- * One billy goat 18 kilograms and over shall equal two carcasses.
- * Trunks:
On bench or table - four trunks shall equal three carcasses.
From a carcass on rail or chain - one trunk shall equal one carcass.
- * Four pairs of legs shall equal one carcass.
- * Three pairs of loins shall equal one carcass.
- * Two pairs of hindquarters shall equal one carcass.
- * Two pairs of forequarters shall equal one carcass.
- * When carcasses are boned out, ribbed or birdcaged, each such carcass shall equal one and one-quarter carcasses.

(iii) Vealers:

- * One calf of and less than 27 kilograms or trunk with chump or portion of chump attached shall equal one carcass.
- * One calf or one trunk with chump or portion of chump attached over 27 kilograms and less than 54 kilograms shall equal one and a half carcasses.
- * One calf of and over 54 kilograms and under 90 kilograms shall equal three carcasses.
- * Three pairs of loins shall equal one carcass.
- * Four trunks shall equal three carcasses.
- * Four pairs of legs shall equal one carcass.
- * Two pairs of hindquarters shall equal one carcass.
- * Two pairs of forequarters shall equal one carcass.

Liberty is reserved to the applicant to apply to vary any of the provisions of this subparagraph.

(iv) Pigs:

Liberty is reserved to the parties to apply to vary this paragraph to provide equivalents for the purpose of computing the daily constant unit rate for the boning of pigs.

- (b) Liberty to apply to vary this subclause is reserved to the parties in the event of the introduction of new methods of boning.

- (3) (a) Slicing Equivalents - For the purpose of computing the daily constant unit rate the following equivalents shall apply:

(i) Beef:

- * One side shall equal two quarters of beef.
- * One hindquarter shall equal one quarter of beef.
- * One forequarter shall equal one quarter of beef.
- * One forequarter or hindquarter from a body weighing over 318 kilograms shall equal one and one-half quarters.

- * Five briskets shall equal one quarter of beef.
 - * Seven briskets with shin shall equal two quarters of beef.
 - * Three rumps and loins shall equal two quarters of beef.
 - * Fifteen shins shall equal one quarter of beef.
 - * Two necks and blades shall equal one quarter of beef.
 - * Two ribs and two briskets shall equal one quarter of beef.
 - * Three crops shall equal two quarters of beef.
 - * Three shoulders shall equal two quarters of beef.
 - * Three chucks and blades shall equal two quarters of beef.
 - * Five butts shall equal two quarters of beef.
 - * Five briskets with shin and portion of clod bones attached shall equal two quarters of beef.
 - * Three loins shall equal one quarter of beef.
 - * Bulls and genuine stag weighing:
under 182 kilograms shall equal one carcass of beef
182 kilograms but less than 363 kilograms shall equal 1.5 carcasses of beef
363 kilograms and over shall equal two carcasses of beef.
- A Meat Inspector shall determine any dispute arising from this definition.
- (v) Sheep and Goats:
- * One carcass under 29 kilograms or one trunk with chump or portion of chump attached shall equal one carcass.
 - * One carcass or one trunk with chump or portion of chump attached of and over 29 kilograms but under 41 kilograms shall equal one and one-half carcasses.
 - * One carcass 41 kilograms or over shall equal two carcasses.
 - * One ram lamb 16.3 kilograms and over shall equal one and a half carcasses.
 - * One ram or genuine stag shall equal two carcasses.
 - * One billy goat 18 kilograms and over shall equal two carcasses.
 - * Four trunks shall equal three carcasses.
 - * Four pairs of legs shall equal one carcass.
 - * Three pairs of loins shall equal one carcass.
 - * Two pairs of hindquarters shall equal one carcass.
 - * Two pairs of forequarters shall equal one carcass.
- (vi) Vealers:
- * One calf of and less than 27 kilograms or trunk with chump or portion of chump attached shall equal one carcass.
 - * One calf or one trunk with chump or portion of chump attached over 27 kilograms and less than 54 kilograms shall equal one and a half carcasses.
 - * One calf of and over 54 kilograms and under 90 kilograms shall equal three carcasses.
 - * Three pairs of loins shall equal one carcass.
 - * Four trunks shall equal three carcasses.
 - * Four pairs of legs shall equal one carcass.
 - * Two pairs of hindquarters shall equal one carcass.
 - * Two pairs of forequarters shall equal one carcass.
- Liberty is reserved to the applicant to apply to vary any of the provisions of this subparagraph.
- (iv) Pigs:
- Liberty is reserved to the parties to apply to vary this paragraph to provide equivalents for the purpose of computing daily constant unit rates for the slicing of pigs.
- (4) The ratio of slicers to boners employed on a full-time basis shall be one slicer to each boner except where otherwise agreed upon in writing between an employer and the union of employees.
- (5) Notwithstanding the provisions of subclause (4) of this clause, in any establishment which operates an on-rail (mechanical) quarter boning system, the ratios of slicers to boners may be fixed by agreement between the employer and the union of employees and in the event of a disagreement it shall be referred to the Commission for determination.
- (6) Constant unit rate employees who are kept waiting, for stock or by any interruption of work not caused by the employees employed on a constant unit rate system of operation, in excess of the aggregate of 15 minutes in any day, shall be paid at time rates until the stock arrives or work resumes.
- (7) Subject to the breakdown provisions of clause 8 (1)(h). - Contract of Employment of this award, on any day that the minimum daily production is not processed, a constant unit rate employee shall be paid one fifth of their classification rate of wage.
- (8) (a) When the minimum daily production requirements or the equivalents thereof are exceeded an employee employed on a constant unit rate system of operation shall be paid the relevant constant unit rate for each such excess carcass or equivalent thereof processed, provided that when such excess to the minimum daily production requirements or equivalent is processed outside of the ordinary working hours Monday to Friday (both inclusive), an employee engaged on a constant unit rate system of operation shall not receive overtime rates of payment.
- (b) When an employee employed on a constant unit rate system of operation is required to work on a Saturday, Sunday or holiday, he or she shall be paid the relevant constant unit rate prescribed in subclause (10) and subclause (11) of this clause for each carcass or equivalent thereof processed.

- (9) For the purpose of computing the level of production required to achieve the minimum daily production and additional payments prescribed in this clause, shall apply as follows:
- (a) Sheep, lamb or goats (domestic) shall equal 74 units
 - (b) Sheep, lamb or goats (export) shall equal 70 units
 - (c) Beef or calves (all establishments) shall equal 13 units
- (10) Boning Rates -

(a) Monday to Friday (both inclusive):

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$10.61	\$10.61	\$105.06	\$112.24	\$122.74
Goats	\$1.60	\$1.70	\$105.06	\$112.24	\$122.74
Sheep / Lamb	\$1.60	\$1.70	\$105.06	\$112.24	\$122.74

(b) Saturday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
			< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs
Cattle / Calf	\$17.06	\$17.06	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	32.30
Goats	\$2.65	\$2.80	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	32.30
Sheep / Lamb	\$2.65	\$2.80	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	32.30

(c) Sunday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$18.26	\$18.26	\$27.65	\$29.54	\$32.30
Goats	\$2.85	\$3.00	\$27.65	\$29.54	\$32.30
Sheep / Lamb	\$2.85	\$3.00	\$27.65	\$29.54	\$32.30

(d) Public Holiday:

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$22.83	\$22.83	\$34.56	\$36.92	\$40.38
Goats	\$3.55	\$3.75	\$34.56	\$36.92	\$40.38
Sheep / Lamb	\$3.55	\$3.75	\$34.56	\$36.92	\$40.38

- (11) Slicing Rates -

(a) Monday to Friday (both inclusive):

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$9.98	\$9.98	\$105.06	\$112.24	\$122.74
Goats	\$1.50	\$1.60	\$105.06	\$112.24	\$122.74
Sheep / Lamb	\$1.50	\$1.60	\$105.06	\$112.24	\$122.74

(b) Saturday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
			< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs
Cattle / Calf	\$15.90	\$15.90	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	32.30

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
			< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs
Goats	\$2.50	\$2.65	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	32.30
Sheep / Lamb	\$2.50	\$2.65	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	32.30
(c) Sunday:								
Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
			< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs
Cattle / Calf	\$17.02	\$17.02	\$27.65		\$29.54		\$32.30	
Goats	\$2.70	\$2.85	\$27.65		\$29.54		\$32.30	
Sheep / Lamb	\$2.70	\$2.85	\$27.65		\$29.54		\$32.30	
(d) Public Holiday:								
Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
			< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs
Cattle / Calf	\$21.27	\$21.27	\$34.56		\$36.92		\$40.38	
Goats	\$3.35	\$3.55	\$34.56		\$36.92		\$40.38	
Sheep / Lamb	\$3.35	\$3.55	\$34.56		\$36.92		\$40.38	

(12) Additional Allowances (other than for Boners and Slicers) -

- (a) In any boning room where boners and / or slicers are employed and paid on a constant unit rate system of operation or on time work, employees engaged in any of the callings specified in paragraph (c) of this subclause, shall be paid an allowance per day in accordance with the provisions of paragraph (d) of this subclause for each quarter or carcass or equivalent thereof, (except bulls and genuine stags, ram lambs, rams and genuine stags and birdcaging) processed by boners in excess of the minimum daily production requirement prescribed for boners in subclause (2) of this clause (and in the case of beef the minimum daily production requirement to be applied for the purposes of this subclause shall be that prescribed for table or fixed hook boning) in addition to the rates of wages to which they are entitled pursuant to clause 16. - Classifications and Wage Rates of this award.
- (b) For the purpose of computing the level of production required to achieve the minimum daily production prescribed in this subclause, the following shall apply:
- Sheep, lamb or goats (domestic) shall equal 74 units
 - Sheep, lamb or goats (export) shall equal 70 units
 - Beef or calves (all establishments) shall equal 13 units
- (c) An employee to whom this subclause applies shall receive an additional allowance of \$3.00 per day.
The additional allowances referred to in this subclause shall apply to those process workers employed in the boning room from the point where the carcasses enter this room to the chillers door.
- (e) Liberty is reserved to the parties to this award to apply to vary the allowances described in paragraph (c) of this subclause every twelve months in accordance with the annual percentage change in the Consumer Price Index (All Groups) Australian Bureau of Statistics Catalogue No. 6401.0 for Perth.
- (f) The provisions of this subclause shall not affect the right of the employer to require any employee entitled to the payment of the additional allowances prescribed herein to work the ordinary hours of work as prescribed by clause 25. - Hours and Rosters of this award, or the obligation of the employees to work as so required by the employer.
- (13) The provisions of this clause shall not apply to employees employed by employers respondents to this award in the industry of receiving, yarding, killing and dressing or preparation of pigs and the preparation and manufacture of smallgoods and bacon therefrom for sale by retail, auction, wholesale or processing for export and who, prior to the issuance of this award, were subject to the provisions of the "Meat Industry (Bacon Curing and Smallgoods Manufacturing)" Award No. 5 of 1974 as varied.
- (14) Liberty is reserved to the union to apply to vary the provisions of this clause to provide for constant unit rates and equivalents for boners and / or slicers processing carcasses for the pet food industry.
- (15) The parties to this award shall review the constant unit rates values prescribed in this clause no later than 30 September of each year.

18. - WORK OF EMPLOYEES IN SLAUGHTERING SECTIONS

(1) Slaughter person shall mean an employee who, in killing and / or dressing livestock performs one or more of the following tasks:

(a) Cattle (On-Rail System):

- * Knocking
- * Shackling
- * Hoisting
- * Washing anus and pit
- * Sticking (bleeding)
- * Tying weasand
- * Rodding or elastrating weasand
- * Removing fore hocks
- * Cheeking or skinning heads adjacent to rail
- * Removing heads and placing on adjacent table, chain, or head washing cabinet
- * Skinning first leg
- * Removing udders, pizzles and testicles
- * Removing first hind hock
- * Changing over (first leg)
- * Skinning second leg
- * Removing second hind hock
- * Changing over (second leg)
- * Clearing butts
- * Splitting hide to brisket
- * Clearing rosettes
- * Clearing necks
- * Clearing briskets
- * Flanking
- * Siding
- * Necking
- * Rumping
- * Backing off
- * Skinning tail
- * Removing tip of tail
- * Operating downward or upward hide pullers and all tasks incidental thereto
- * Jointing tail
- * Dropping hide to conveyor or trolley
- * Marking tail
- * Dropping bung
- * Tying bung
- * Operating lowerator
- * Marking and sawing briskets
- * Opening up
- * Fronting out (and removing kidneys and enuncleating kidneys if required)
- * Removing offal and pluck and placing
- * Removing skirt
- * Splitting paddywhack
- * Sawing down.

Note: -

- (i) The foregoing duties may be varied or deleted by agreement between the employer and the union or in default of agreement by decision of the Commission.
- (ii) The work of skinning bullocks heads shall only be performed by a member of the slaughtering team when the head skinning rail is adjacent to the head removal area and does not inconvenience the normal work of the team.
- (iii) The task of removing and / or enuncleating kidneys may continue to be required of a slaughter person in establishments where it was so performed by a slaughter person prior to the 16th day of June 1983 and may be required of a slaughter person when it is incidental to "fronting out" in any other establishment by agreement between the employer and the union.

(b) Cattle and / or Calves (Solo, Bed or Cradle System):

- * Knocking
- * Tipping out of crush (box)
- * Shackling
- * Sticking (bleeding)
- * Skinning heads and/or cheeking

- * Removing heads and placing
- * Lowering
- * Pritching
- * Removing feet (footing off)
- * Skinning legs
- * Freeing and tying weasand
- * Grounding
- * Backing down
- * Necking off
- * Jointing tail
- * Skinning tail
- * Dropping hide to trolley or chute
- * Cutting or sawing brisket
- * Cutting or sawing H-bone
- * Opening up
- * Placing rollers and tree
- * Hoisting
- * Removing udders, pizzles and testicles
- * Dropping bung
- * Tying bung
- * Fronting out (and removing and/or enucleating kidneys if required)
- * Removing offal and pluck and placing
- * Removing skirt
- * Removing heart
- * Splitting paddywhack
- * Sawing down
- * Hanging off.

Note:

The task of removing and / or enucleating kidneys may continue to be required of a slaughter person in any establishment where it was so performed by a slaughter person prior to the 16th day of June, 1983 and may be required of a slaughter person when it is incidental to "fronting out" in any other establishment by agreement between the employer and the union.

(c) Sheep, Lambs or Goats

(On-Rail Mechanical Chain System):

- * Catching (if no restraining race used)
- * Stunning (on teams of 25 men or more)
- * Sticking
- * Shackling
- * Skinning hind legs
- * Papering hind legs
- * Removing hind trotters
- * Skinning fore legs
- * Removing tongue
- * Removing sweetbreads
- * Cheeking
- * Clearing and tying weasand
- * Clearing and knifing brisket
- * Splitting skin
- * Removing front trotters
- * Flanking
- * Clearing tail and rectum gut
- * Pelting off skins
- * Scalping
- * Removing heads
- * Opening up
- * Freeing, milking, cutting off and tying rectum and bladder
- * Splitting or sawing briskets
- * Removing paunch, runners and pluck and placing.

Note:

The above duties shall also apply on mutton chains operating in an establishment processing for local consumption and not for export excluding the tasks of papering hind legs and freeing, milking, cutting off and tying rectum and bladder.

(d) Sheep and / or Lambs (Solo-Hook and Bed System):

- * Catching (scruffing)
- * Sticking

- * Skinning legs
 - * Skinning cheeks
 - * Removing trotters
 - * Removing sweetbreads
 - * Removing tongues
 - * Removing heads
 - * Punching briskets
 - * Clearing and tying weasands
 - * Inserting gambrel
 - * Hanging up
 - * Splitting skin
 - * Flanking
 - * Thumbing up
 - * Clearing tail, rectum gut and chump
 - * Pelting off and throwing to adjacent shute or receptacle
 - * Opening up
 - * Removing paunch, runners, offal and pluck and placing as required
 - * Splitting brisket
 - * Hanging off.
- (e) Sheep and / or Lambs (Dead Rail System):
- * Scruffing (catching)
 - * Sticking
 - * Shackling
 - * Pushing to legging rail
 - * Skinning hind legs
 - * Papering hind legs
 - * Placing long hook or bent gambrel and skid
 - * Removing hind trotters
 - * Inserting gambrel or removing long hook
 - * Pushing to spreader rail
 - * Inserting spreader and hanging
 - * Skinning fore legs
 - * Clearing brisket
 - * Clearing and tying weasand
 - * Removing sweatbreads
 - * Removing tongue
 - * Cheeking head
 - * Scalping head
 - * Removing head
 - * Removing spreader
 - * Removing fore trotters
 - * Pushing
 - * Clearing tail, rectum gut and chump
 - * Flanking
 - * Clearing shoulders
 - * Pelting off and throwing to adjacent shute or receptacle
 - * Opening up
 - * Dropping bung
 - * Removing paunch, runners, offal and pluck and placing
 - * Splitting brisket
 - * Pushing off.
- (f) Pigs:
- * Shooting or stunning
 - * Sticking
 - * Shackling
 - * Bleeding
 - * Handling into scald tank or de-hairing machine
 - * Hanging up
 - * Scraping
 - * Shaving and thoroughly cleaning (including washing)
 - * Removing toe nails
 - * Removing and/or cleaning ears
 - * Ham stringing
 - * Hanging up
 - * Dropping bung

- * Opening up
 - * Fronting out
 - * Splitting brisket
 - * Removing offal and pluck and placing
 - * Washing
 - * Tucking up
 - * Hanging off.
- (2) Timmer" - The work of a trimmer shall be the removal of sinews, excessive fat, dirt, hair, hide or wool pieces and foreign material, and the removal of any portion or parts of a carcass or offal as required and shall include the use of a saw and assisting with cleaning down operations on the completion of the day's work.
- (3) Slaughtering Equivalents -
The following provisions shall apply to slaughter persons engaged in slaughtering establishments employing three or more slaughter persons on any day for the following species:
- (a) Cattle and Calf Rates -
- (i) Solo dressing - For the purpose of computing solo constant unit rates, calves shall count as cattle in the following ratio:
Up to 45 kilograms dressed weight 2.50:1
Over 45 kilograms and up to 67.7 kilograms dressed weight 1.50:1
Over 67.7 kilograms and up to 91 kilograms dressed weight 1.25:1
Over 91 kilograms dressed weight 1:1
 - (ii) Where, a slaughter person is required to skin a calf during the killing and dressing process, the ratio shall be 1:1 for all weights.
 - (iii) Where, a slaughter person is required to skin a calf carcass after it has been chilled, one calf shall equal one and one half bodies of beef.
Liberty is reserved to the applicant to apply to vary the provisions of this paragraph and provisions of this paragraph and to seek to include a provision for killing and dressing calves on a small stock chain.
- (b) Sheep, Lamb and Goat Rates -
- (i) Goats -
The ordinary rate to be paid for slaughtering billy goats shall be double the sheep and lamb rate.
- (4) For the purpose of computing the level of production required to achieve the minimum daily production payments prescribed in this clause, the following shall apply:
- (a) Sheep, lamb or goats (domestic) shall equal 74 units
 - (b) Sheep, lamb or goats (export) shall equal 70 units
 - (c) Beef or calves (all establishments) shall equal 13 units
 - (d) Pigs (all establishments) -
 - (i) De-hairing machine:
up to 91 kilograms shall equal 40 units
 - (ii) Hand dressed:
up to 36 kilograms shall equal 22 units
37 kilograms to 91 kilograms shall equal 16 units
over 91 kilograms shall equal 8 units
 - (iii) Chopper pigs shall equal 12.5 units
"Chopper pig" means a pig that has passed the maximum weight of a baconer and is processed by the removal of the skin not de-haired.
- (5) Slaughtering Rates -

(a) Monday to Friday (both inclusive):					
Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$9.50	\$9.50	\$105.06	\$112.24	\$122.74
Goats	\$1.60	\$1.70	\$105.06	\$112.24	\$122.74
Sheep / Lamb	\$1.60	\$1.70	\$105.06	\$112.24	\$122.74
Pigs (de-hairing machine)					
Up to 91 kgs	\$3.05	\$3.05	\$105.06	\$112.24	\$122.74
Pigs (hand dressed)					
Up to 36 kgs	\$5.55	\$5.55	\$105.06	\$112.24	\$122.74
Pigs (hand dressed)					
37 kgs to 91 kgs	\$7.65	\$7.65	\$105.06	\$112.24	\$122.74

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6			
Pigs (hand dressed) 77 kgs to 91 kgs	\$8.40	\$8.40	\$105.06	\$112.24	\$122.74			
Pigs (hand dressed) Over 91 kgs	\$13.10	\$13.10	\$105.06	\$112.24	\$122.74			
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	\$9.50	\$9.50	\$105.06	\$112.24	\$122.74			
(b) Saturday:								
Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
			< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs
Cattle / Calf	\$15.10	\$15.10	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
Goats	\$2.65	\$2.80	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
Sheep / Lamb	\$2.65	\$2.80	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
Pigs (de-hairing machine) Up to 91 kgs	\$4.90	\$4.90	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
Pigs (hand dressed) Up to 36 kgs	\$8.90	\$8.90	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
Pigs (hand dressed) 37 kgs to 91 kgs	\$12.25	\$12.25	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
Pigs (hand dressed) 77 kgs to 91 kgs	\$15.70	\$15.70	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
Pigs (hand dressed) Over 91 kgs	\$24.50	\$24.50	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	\$15.10	\$15.10	\$20.74	\$27.65	\$22.15	\$29.54	\$24.22	\$32.30
(c) Sunday:								
Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
Cattle / Calf	\$16.15	\$16.15	\$27.65		\$29.54		\$32.30	
Goats	\$2.85	\$3.00	\$27.65		\$29.54		\$32.30	
Sheep / Lamb	\$2.85	\$3.00	\$27.65		\$29.54		\$32.30	
Pigs (de-hairing machine) Up to 91 kgs	\$5.25	\$5.25	\$27.65		\$29.54		\$32.30	
Pigs (hand dressed) Up to 36 kgs	\$9.55	\$9.55	\$27.65		\$29.54		\$32.30	
Pigs (hand dressed) 37 kgs to 91 kgs	\$13.10	\$13.10	\$27.65		\$29.54		\$32.30	
Pigs (hand dressed) 77 kgs to 91 kgs	\$16.80	\$16.80	\$27.65		\$29.54		\$32.30	
Pigs (hand dressed) Over 91 kgs	\$26.25	\$26.25	\$27.65		\$29.54		\$32.30	
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	\$16.15	\$16.15	\$27.65		\$29.54		\$32.30	

(d) Public Holiday:					
Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$20.20	\$20.20	\$34.56	\$36.92	\$40.38
Goats	\$3.55	\$3.75	\$34.56	\$36.92	\$40.38
Sheep / Lamb	\$3.55	\$3.75	\$34.56	\$36.92	\$40.38
Pigs (de-hairing machine) Up to 91 kgs	\$6.55	\$6.55	\$34.56	\$36.92	\$40.38
Pigs (hand dressed) Up to 36 kgs	\$11.90	\$11.90	\$34.56	\$36.92	\$40.38
Pigs (hand dressed) 37 kgs to 91 kgs	\$16.40	\$16.40	\$34.56	\$36.92	\$40.38
Pigs (hand dressed) 77 kgs to 91 kgs	\$21.00	\$21.00	\$34.56	\$36.92	\$40.38
Pigs (hand dressed) Over 91 kgs	\$32.80	\$32.80	\$34.56	\$36.92	\$40.38
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	\$20.20	\$20.20	\$34.56	\$36.92	\$40.38

(6) Penalty rates - Slaughter person.

- (a) Bulls and genuine stags - 136 kilograms and over - double rate.
"Genuine stag" means a fully grown animal that exhibits characteristics of a bull including a definite neck crest.
- (b) A ram or genuine stag, being an animal that has been castrated late or after maturity, which fully exhibits ram characteristics but not a wether that has been burdizzed, shall be paid for at double rates.
- (c) (i) Full wool sheep or lambs, sheep over 28 kilograms chilled weight as shown on the scales shall be paid for at rate and a half.
A "full wool sheep" or "lamb" shall mean one with wool eight centimetres or more in length, measured between the shoulders.
- (ii) The employer shall be deemed to have complied with this paragraph on any day upon which he pays an amount, to be divided equally amongst the whole of the team, agreed in writing with the union party to this award.
- (iii) Ram lambs shall be paid for at rate and a half.
- (d) (i) Pigs weighing over 91 kilograms de-hairing machine - double rates
(ii) Boars - except as provided in placitum (iii) of this paragraph - double rate.
(iii) Boars - Intensively Bred -
In excess of 50 kilograms but not more than 55 kilograms - rate and one quarter
In excess of 55 kilograms but not more than 65 kilograms - rate and one half
In excess of 65 kilograms - double rates.
- (e) Additional Allowances (other than for Slaughter persons).
- (i) This subclause shall apply to those employees engaged in classifications other than that of "slaughter person" and who work in conjunction or combination with slaughter person on the process of killing and dressing sheep, lambs, goats, cattle and / or calves, on the slaughter floor of an abattoir.
- (ii) For the purpose of this paragraph, the process of killing and dressing sheep, lambs, goats, cattle and / or calves, relates solely to the tasks performed upon the animal or the carcass from the time it is washed in and / or fed up a race or scruffed and pushed to the chillers or weighed, branded and recorded or bagged before being pushed to the chillers as the case may be on a particular slaughter floor.
- (iii) Subject to placitum (iv) of this paragraph in any abattoir in which three or more slaughter persons are employed and employees described in placitum (i) of this paragraph are employed, the following allowance shall be paid to such employees for the carcasses killed and dressed each day by slaughter person in excess of the minimum daily production requirement in addition to the rates of wages to which they are entitled pursuant to clause 16. - Classifications and Wage Rates of this award.
- (iv) Notwithstanding the provisions of placitum (iii) of this paragraph, an employee to whom this subclause applies shall receive an additional allowance of \$3.00 per day.
- (v) Liberty is reserved to the parties to this award to apply to vary the allowances described in paragraph (c) of this subclause every twelve months in accordance with the annual percentage change in the Consumer Price Index (All Groups) Australian Bureau of Statistics Catalogue No. 6401.0 for Perth.

- (vi) The provisions of this subclause shall not affect the right of the employer to require any employee entitled to the payment of the additional allowances prescribed herein to work the ordinary hours of work as prescribed by clause 25. - Hours and Rosters of this award, or the obligation of the employees to work as so required by the employer.
- (vii) Any disagreements between an employer and their employees or the union of employees, parties to this award, over the application of this subclause, shall be referred to the Commission for determination.
- (7) Excess Production and Penalty Rates
- (a) The excess to the minimum daily production requirement and penalty rates shall be computed on the basis that the basic wage, plus the margin of the particular classification, equals a week's constant unit rate without penalties.
- (b) (i) When the minimum daily production requirement is exceeded an employee employed on a constant unit rate system of operation shall be paid at the relevant constant unit rate for each such excess carcass, provided that when such excess production is worked outside of the ordinary working hours Monday to Friday (both inclusive), an employee engaged on a constant unit rate system shall not receive overtime rates of payment.
- (ii) When an employee employed on a constant unit rate system of operation is required to work on a Saturday, Sunday or holiday, he or she shall be paid the relevant constant unit rate prescribed in subclause (5) of this clause for each carcass processed.
- (8) Employees employed on a constant unit rate system of operation who are kept waiting for stock or any interruption of work not caused by the constant unit rate employee, in excess of the aggregate of fifteen minutes in any day, shall be paid at time rates until the stock arrives or the work resumes.
- (9) Rover on Mutton Chain
- On mutton chains consisting of 13 people or more who are members of the slaughtering team, the employer shall select one slaughter person to act as a rover who shall be paid the same earnings as the slaughtering team, but for whom no constant unit rate shall be claimed by the employer.
- (10) Liberty is reserved to the parties to apply at any time to vary the provisions of this clause in respect of the application of a constant unit rates system of operation for the slaughtering of horses, mules and donkeys.
- (11) The parties to this award shall review the constant unit rates values prescribed in this clause no later than 30 September of each year.

MEAT INDUSTRY (WESTERN AUSTRALIAN LAMB MARKETING BOARD) AWARD, 1981 NO. A 37 OF 1981

8. - RATES OF WAGES

- (1) 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.
- | | Base Rate
\$ | Supplementary Payment
\$ | Additional Payment (Over Award)
\$ | ASNA | Award Rate
\$ |
|--|-----------------|-----------------------------|---------------------------------------|-------|------------------|
| (a) Entry Level
(Relativity of 80% of C10 rate in Metal Trades(General) Award) | 333.80 | 30.00 | - | 82.00 | 445.80 |
| (b) Level 1
(Aligned with C12 rate in Metal Trades(General) Award with relativity of 87.4% of C10 rate) | 319.20 | 75.40 | - | 82.00 | 476.60 |
| (c) Level 2
(Aligned with C11 rate in Metal Trades(General) Award with relativity of 92.4% of C10 rate) | 337.40 | 78.10 | 3.20 | 82.00 | 500.70 |
| (d) Level 3
(Aligned with C10 rate in Metal Trades(General) Award with relativity of 100%) | 365.20 | 82.00 | - | 82.00 | 529.20 |
- (2) Divisor:
- Payment of hourly wages shall be calculated on the basis of a 40 hour divisor.

(3) Junior Employees:

Junior employees shall be paid the minimum weekly rates based on the percentages of the total wage applicable to the adult classification for the work being performed.

	%
Under 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

**MECHANICAL AND ELECTRICAL CONTRACTORS (NORTH WEST SHELF PROJECT PLATFORM) AWARD 1986
NO. A 10 OF 1984**

13. - WAGES

(1) The ordinary adult weekly rate of wage for the classifications specified in this Award, shall be as follows:

Classification	Base Rate \$	Supple- mentary Payment \$	Additional Safety Net Payment \$	Total Award Rate Per Week \$
C13 Platform Assistant	299.50	40.90	120.00	460.40
C11 Certified Rigger or Scaffolder	337.40	46.30	120.00	503.70
C10 Tradesperson	365.20	48.70	120.00	533.90
C 8 Special Class Electrician	401.70	53.00	122.00	576.70
C 8 Instrument Trades- person - Complex Systems	401.70	53.00	122.00	576.70

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 at the ordinary hourly rate appropriate to his/her classification, plus a loading of 20% for all ordinary hours worked in lieu of the leave provided under Clauses 18. - Annual Leave, 19. - Sick Leave and 20. - Bereavement Leave of this award.

(3) Offshore Contract Allowance:

In addition to the wage rates prescribed in subclause (1) hereof, the employer shall pay his/her employees an all purpose additional payment as set out below. This payment is made in consideration of all peculiarities associated with the work performed by employees covered by this award, except where expressly provided elsewhere in this award, and includes, but is not limited to, payment for all special rates.

This allowance shall be adjusted in line with State Wage Case decisions of the Western Australian Industrial Relations Commission and not otherwise.

	PER WEEK \$
C 13 Platform Assistant	130.90
C 11 Certified Rigger or Scaffolder	147.70
C 10 Tradesperson	153.90
C 8 Special Class Electrician	166.30
C 8 Instrument Tradesperson - Complex Systems	166.30

(4) Electrician's 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 an allowance of \$13.20 per week.

(5) Leading Hand Allowance:

In addition to the appropriate rates of pay 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	16.60
(b) If placed in charge of more than ten and not more than 20 other employees	25.40
(c) If placed in charge of more than 20 other employees	32.80

- (6) Structural Efficiency:
- (a) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and competitiveness of the industry and to enhance the career opportunities and job security of employees in the industry.
- (b) The parties will implement a new classification structure, definitions and training arrangements consistent with the Metal Trades (General) Award 1966.
- (c) Consultation shall be in accordance with Clause 28. - Communications Process of this award.
- (d) Measures raised for consideration by the employer, employees, or union(s) through the Communications Process shall be related to implementation of the new classification structure, the facilitative provisions contained in this award and matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (a) 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; and
- (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.

MENTAL HEALTH NURSES' CONSOLIDATED AWARD 1981 NO. 13 OF 1947

22. - RATES OF PAY 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) Registered Mental Health Nurses, Enrolled Mental Health Nurses, and Student Mental Health Nurses shall be paid the weekly wages as set out hereunder:

	\$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse			
(i) Student Nurse Adult			
1st year of training	338.30	104.00	442.30
2nd year of training	357.20	104.00	461.20
3rd year of training	382.80	104.00	486.80
Student under 21 years of age			
1st year of training	316.40	75.70	392.10
2nd year of training	334.30	76.90	411.20
3rd year of training	356.40	78.60	435.00
4th year of training	380.50	80.20	460.70
(ii) Level 1	\$ Per Week		
1st year of service	445.10	104.00	549.10
2nd year of service	458.10	106.00	564.10
3rd year of service	476.50	106.00	582.50
4th year of service	495.30	106.00	601.30
5th year of service	509.60	104.00	613.60
6th year of service	526.60	104.00	630.60
7th year of service	547.00	104.00	651.00
(iii) Level 2			
1st year of service	581.00	106.00	687.00
2nd year of service	597.00	106.00	703.00
3rd year of service	619.60	106.00	725.60
(iv) Level 3			
1st year of service	667.00	104.00	771.00
2nd year of service	686.10	104.00	790.10
3rd year of service	702.40	104.00	806.40

		\$ Per Week	ASNA	TOTAL
(v)	Community Mental Health Nurses			
	1st year of service	619.60	106.00	725.60
	2nd year of service	631.00	106.00	737.00
	3rd year of service	646.70	106.00	752.70
	4th year of service	662.20	104.00	766.20
(vi)	Community Mental Health Nurse with a post basic certificate			
	1st year of service	631.00	106.00	737.00
	2nd year of service	646.70	106.00	752.70
	3rd year of service	662.20	104.00	766.20
	4th year of service	684.50	104.00	788.50
(vii)	Community Mental Health Administrative Nurse	697.10	104.00	801.10
(viii)	Community Mental Health Nurse with a post basic certificate	713.50	104.00	817.50
(b)	(i)	Progression through the increments for a registered mental health nurse classified at Level 1 shall occur by annual increments.		
	(ii)	Progression for all other classifications for which there is more than one wage point, shall be by annual increments, subject to a satisfactory performance appraisal.		
(c)	Where an employee is appointed to a position, previous relevant nursing experience at that level, or in a similar level under a differing career structure, shall be taken into account for determining the appropriate increment level.			
(d)	The onus of proof of previous experience shall rest with the employee.			
	Provided that an employee returning to the profession after an absence greater than five years shall commence at the first increment of Level 1 for a period of three months. During this time the employee shall be reviewed by an assessment panel. Upon satisfactory review she/he shall move to a level and increment as determined by the panel's assessment. An employee who fails to satisfy the panel of her/his competency to progress through the Level 1 increments or into another level as the case may be, may apply for re-assessment by an assessment panel after a period of 12 months from the date of employment.			
		\$ Per Week	ASNA	TOTAL
(e)	Enrolled Mental Health Nurse			
	(i) Student Enrolled Mental Health Nurse			
	Adult Student			
	1st year of training	321.30	104.00	425.30
	Thereafter	343.30	104.00	447.30
	Student under 21 years			
	1st year of training	316.40	75.70	392.10
	Thereafter	334.30	76.90	411.20
	(ii) Registered Enrolled Mental Health Nurse			
	1st year of service	399.20	104.00	503.20
	2nd year of service	407.50	104.00	511.50
	Thereafter	416.30	104.00	520.30
(c)	Provided that a student nurse in his/her first year of training shall only proceed to the next increment point in sub-paragraph (i) of paragraph (a) of subclause (1) of this clause upon passing the required examination.			
(2)	(a)	Registered General Nurses undertaking training to obtain the Mental Health Nurses Certificate shall be paid the rate prescribed in the Nurses (Public Hospitals) Award 1988 for a Level 1, 2nd year Registered Nurse for the duration of such training.		
	(b)	Provided that a Registered Enrolled Nurse, Registered Enrolled Mental Health Nurse, Mothercraft Nurse or Dental Nurse shall be paid the 2nd year rate of pay for an Adult Student Mental Health Nurse during the first and second year.		
	(c)	Notwithstanding paragraph (b) of subclause (2) of this clause the Director may for the purpose of fixing a rate of pay for a Registered Enrolled Nurse, Registered Enrolled Mental Health Nurse, Mothercraft Nurse or Dental Nurse undertaking Mental Health Nurse training take into account previous psychiatric nursing experience.		
(3)	In addition to the rate prescribed in subclause (1) of this clause an allowance, equivalent to 20% of the difference between the rate prescribed in subclause (1) of this clause for a Level 1, 7th increment nurse and the rate prescribed in subclause (1) of this clause for a Level 2, 2nd increment nurse shall be paid per shift to a Nurse when employed as Evening or Night Supervisor at Graylands, Heathcote or Lemnos between the hours of 3.45pm and 7.30am or as the Nurse in Charge at Whitby Falls Hostel between the hours of 3.30pm and 7.00am. In the case of locations working a four days on/two days off roster the allowance paid shall be 21.43% of the rate difference as previously defined in this subclause. This allowance shall be included in and form part of the ordinary rate.			
(4)	In addition to the rate prescribed in subclause (1) of this clause, an allowance equivalent to 10% of the difference between the rate prescribed in subclause (1) of this clause for the Level 2 Nurse in their first year of service and the rate prescribed in subclause (1) of this clause for a Level 3 Nurse in their first year of service, shall be paid per shift to nurses who at 3.45pm or 11.45pm take charge of a ward. In the case of locations working four days on/two days off roster the allowance paid shall be 10.71% of the rate difference as previously defined in this subclause. This allowance shall be included in and form part of the ordinary rate but shall not be cumulative on the allowance prescribed in subclause (4) of			

this clause. The provisions of this clause shall not be cumulative upon any entitlement provided in Clause 20. - Higher Duties of this award.

- (5) All ordinary time worked on any shift in excess of ten hours shall be paid for at the rate of time and a half.
- (6) In addition to the ordinary wages prescribed in this Clause special allowances as set out in this subclause shall be paid to nurses as follows:

- (a) A nurse holding a post graduate tertiary qualification obtained from a recognised college of nursing, university or college of advanced education and required in his/her employment:

		\$ Per Week
(i)	six months study	19.40
(ii)	twelve months study	32.40

- (b) A nurse holding a post basic certificate endorsed by the Nurses' Board of Western Australia and required in his/her employment:

		Per Week \$
(i)	six months study	10.80
(ii)	twelve months study	15.00

Provided that an educational qualification entitling the holder to an allowance under subclause (a) shall not attract an additional allowance under subclause (b).

METAL TRADES (GENERAL) AWARD NO. 13 OF 1965

PART I - GENERAL

31. - WAGES AND SUPPLEMENTARY PAYMENT

- (1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level specified in Clause 5. - Definitions and Classification Structure, shall be made up of a base rate, plus a supplementary payment, and safety net adjustment, giving a total award rate as follows:

(a)	Wage Group	Base Rate Per Week \$	Supplementary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
	Level C14	284.80	40.60	142.00	467.40
	Level C13	299.50	42.60	142.00	484.10
	Level C12	319.20	45.40	142.00	506.60
	Level C11	337.40	48.10	142.00	527.50
	Level C10	365.20	52.00	144.00	561.20
	Level C 9	383.50	54.60	144.00	582.10
	Level C 8	401.70	57.20	144.00	602.90
	Level C 7	420.00	59.80	142.00	621.80
	Level C 6	456.50	65.00	142.00	663.50
	Level C 5	474.80	67.60	142.00	684.40

- (c) **Supplementary Payments**
 - (i) Where an employee is in receipt of a rate of pay which exceeds the Award Rate Per Week prescribed in paragraphs (a) and (b) above, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement, then such rate will be deemed to be inclusive of the Supplementary Payment.
 - (ii) Overtime, shift allowances, penalty rates, disability allowances, special rates, fares and travelling time allowances and any other work related allowances prescribed by this award shall not be offset against Supplementary Payments.
 - (iii) Alterations to the base rate and supplementary payments arising out of the variation occurring on 19 November, 1992 to reflect the percentage relativities in Clause 5. - Definitions and Classification Structure of this award for each classification level shall not provide cause to allow an increase or decrease of an employee's total remuneration if the total remuneration is in excess of the award rate per week prescribed in subclauses (a) and (b) hereof.

- (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) **Leading Hands**
In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid per week –
- | | \$ |
|--|-------|
| (i) if placed in charge of not less than three and not more than ten other workers | 20.25 |
| (ii) if placed in charge of more than ten and not more than twenty other workers | 31.00 |
| (iii) if placed in charge of more than twenty other workers | 40.10 |
- (b) Any tradesman 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 workers.
- (3) **Apprentices:**
Wage per week expressed as a percentage of the Level C10 Engineering Tradesperson's rate which includes a supplementary payment and arbitrated safety net adjustment.
- | | |
|-----------------------------------|----------|
| Four Year Term | % |
| First year | 42 |
| Second year | 55 |
| Three 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 |
- (4) **Junior Employees:**
Wage per week expressed as a percentage of Level C13 base rate which includes a supplementary payment and arbitrated safety net adjustment.
- | | |
|-----------------------|------|
| | % |
| 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 |
- (5) 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/she is employed.
- (6) **Minimum Adult Award 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.

(i) **Adult Apprentices**

- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

(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) \$11.25 per week to such tradesperson; or
- (ii) in the case of an apprentice a percentage of \$11.25 being the percentage which appears against the year of apprenticeship in subclause (3) 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 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 tool supplied by the employer if lost through the employee's negligence.

- (8) An employee employed in rock quarries, limestone quarries or sand pits shall be paid an allowance of \$18.10 per week to compensate for dust and climatic conditions when working in the open and for deficiencies in general amenities and facilities, but an employee so employed for not more than three days shall be paid on a pro rata basis.

This subclause shall not apply to employees employed by Cockburn Cement Limited.

(9) **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 structural efficiency adjustments, employees are to perform a wider range of duties 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 metal and engineering 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 subclause (b) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award and, subject to Clause 35. - 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 any party shall be notified to the Commission if the initiative varies an Award provision and by agreement of the parties involved shall be subject to the following requirements:-
 - (i) the changes 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 or a Section 41 Industrial Agreement and take precedence over any provision of this Award to the extent of the inconsistency.

- (f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 34. - Avoidance of Industrial Disputes, of this award.

36. - TRAINEESHIPS

(1) Scope:

- (a) This clause shall apply to persons:
- (i) who are undertaking a Traineeship (as defined); and
 - (ii) who are employed by an employer bound by this Award.
- (b) This clause does not apply to the Apprenticeship system.

(2) Objectives:

- (a) This clause facilitates 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 persons and long term unemployed persons, and
- (b) This clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme, and
- (c) Existing full-time employees shall not be displaced from employment by a Trainee.

(3) Limited Operation (ATS and CST):

The wage rates prescribed herein and relative to the Australian Traineeship System (ATS) or the Career Start Traineeships (CST) shall not apply to any employer bound by this award, except in relation to ATS and CST trainees who commenced a traineeship with the employer before 11 May 1995.

(4) Definitions:

"Appropriate State Legislation" means the State Employment and Skills Development Authority Act 1990, or any successor legislation.

"Approved Training" means training undertaken both on and off the job, in a Traineeship and shall involve formal instruction both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved and accredited by the 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 Training Authority. A traineeship agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.

"Traineeship Scheme" means the Metal and Engineering Industry Traineeship, Australian Traineeship System or Career Start Traineeship approved by the Training Authority, or any other Traineeship Scheme for employees covered by this Award and approved by the Training Authority after consultation and negotiation with the relevant union.

"Training Authority" means -

- (a) the State Employment and Skills Development Authority and any successor, or
- (b) the National Employment and Training Taskforce where such gives interim approval to a Training Scheme and thereafter until that scheme is finally approved by the body referred to in (a) hereof.

(5) Training Conditions:

- (a) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.
- (b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, 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 Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on the job training.
- (c) The employer shall provide an appropriate level of supervision during the traineeship period.
- (d) The overall training programme will be monitored by officers of the Training Authority and training records or work books shall be provided, if required to be utilised as part of this monitoring process.

(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 one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee 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 Training Authority.
- (ii) An employer who decides not to continue the employment of a Trainee upon the completion of the traineeship shall notify, in writing, the Training Authority of that 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 and the Trainee will attend such training.
- (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 this Award.
- (e) All other terms and conditions of this 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.

(f) 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 payment in accordance with Clauses 6. - Contract of Service, and 32A. - Redundancy, of this Award.

(g) (i) Overtime and shift work shall not be worked by a Trainee except in circumstances where the section in which the trainee is receiving on the job training is required to work overtime, or the work of that section is normally carried out by shifts and there is satisfactory provision for approved training.

(ii) A Trainee shall not work overtime alone.

(iii) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by this Award.

(7) Wages:

(a) (i) The minimum rates of wages payable weekly to Trainees are as provided in paragraph (b), or paragraph (d), of this subclause.

(ii) These wage rates will only apply to Trainees while that are undertaking an approved traineeship which includes approved training as defined in this clause.

(iii) The wages prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.

(b) Traineeships (excluding ATS and CST).

(i) 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.

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00 (50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	235.00
plus 1 year out of school	191.00	235.00	272.00
plus 2 years	235.00	272.00	316.00
plus 3 years	272.00	316.00	362.00
plus 4 years	316.00	362.00	
plus 5 years/more	362.00		

* Figures in brackets indicate the average proportion of time spent on 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%.

(ii) 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.

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00 (50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	225.00
plus 1 year out of school	191.00	225.00	257.00
plus 2 years	225.00	257.00	301.00
plus 3 years	257.00	301.00	344.00
plus 4 years	301.00	344.00	
plus 5 years/more	344.00		

* Figures in brackets indicate the average proportion of time spent on 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%.

(iii) Industry/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 industry/skill Level C.

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00 (50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	211.00
plus 1 year out of school	191.00	211.00	237.00
plus 2 years	211.00	237.00	267.00
plus 3 years	237.00	267.00	299.00
plus 4 years	267.00	299.00	
plus 5 years/more	299.00		

* Figures in brackets indicate the average proportion of time spent on 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%.

- (c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:
- (i) include any period of schooling beyond Year 10 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; and
 - (iii) no include any period during a calendar year in which a year of schooling is completed.
- (d) **Traineeships (AST and CST only)**
Wages for the Australian Traineeship System and Career Start trainees shall be calculated as follows:-
- (i) **Australian Traineeship System:**
 - (a) The weekly wage payable to a trainee shall be not less than that determined by applying the appropriate junior wage per week, calculated in accordance with subclause (4), of Clause 31. - Wages and Supplementary Payments, of this Award and multiplying by 39, which represents actual weeks spent on the job, then dividing that sum by 52 to provide a weekly wage.
 - (b) In any case, the rate determined shall not be less than the minimum rate prescribed in the Australian Traineeship guidelines as amended for time to time.
 - (ii) **Career Start Traineeship:**
 - (a) Determining the hourly rate applicable to a level C13 adult employee, if 21 years of age or older, or the appropriate junior wage per week as prescribed in subclause (4), of Clause 31. - Wages and Supplementary Payments, of this Award;
 - (b) Multiplying that hourly rate by the number of weekly ordinary hours, less the average training as specified in the registered agreement.
- (e) **Completed Traineeship - Continued Junior Employment**
Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to -
- (i) The Traineeship Scheme (excluding the Australian Traineeship System and a Career Start Traineeship), the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 5. - Definitions and Classification Structure, of this Award, and the wage rate relevant thereto as prescribed in Clause 31. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee; or
 - (ii) The Australian Traineeship System, or the Career Start Traineeship, the rate of wage prescribed for the level C12 prescribed by Clause 31. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.

(8) Industry/Skill Levels

The industry skill levels referred to in subclause (7) of this clause are those described in this subclause.

- (a) **Industry/Skill Level A**
Office Clerical
Commonwealth Public Sector Clerical
State Public Sector Clerical
Local Government Clerical
Finance, Property and Business Services

- (b) **Industry/Skill Level B**
Wholesale and Retail
Recreation and Personal Services
Transport and Storage
Manufacturing
- (c) **Industry/Skill Level C**
Community Services and Health
Pastoral
Environmental
Wholesale and Retail - Vehicle Repair Services and Retail Sector

APPENDIX 3

ABB Power Transmission Pty Ltd

3. -- WAGES

(a) The minimum total wage payable weekly to adult employees classified herein shall be as follows:

	Base Rate Per Week \$	Supplementary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
Adult Employees:				
Wage Group C10	365.20	52.00	128.00	545.20
Coil Winder 1st Class				
Transformer Assembler 1st Class				
Wage Group C11	337.40	48.10	128.00	513.50
Coil Winder 2nd Class				
Transformer Assembler 2nd Class				
Transformer Protective Coating 1st Class				
Insulation Processor 1st Class				
Wage Group C12	319.20	45.40	128.00	492.60
Coil Winder 3rd & 4th Class				
Insulation Processor 2nd Class				
Transformer Protective Coating 2nd Class				
Transformer Assembler 3rd Class				
Transformer Tanker 1st Class				
Wage Group C13	299.50	42.60	128.00	470.10
Coil Builder 1st Class				
Insulation Processor 3rd Class				
Transformer Assembler 4th Class				
Transformer Tanker 2nd Class				

- (b) The amount payable to any employee pursuant to the supplementary payment provisions of this clause:
 - (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 supplementary payment provisions of this subclause, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement.
- (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.

PART II - CONSTRUCTION WORK

10. - WAGES

- (1) (a) Subject to Clause 5. - Special Rates and Provisions of this Part 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.
- (b) The ordinary weekly wage of an employee (other than an apprentice) shall consist of the base rate, special payment and the Safety Net Adjustment as applicable, 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.

(2) (a) Classification

		Base Rate \$	Special Payment Adjustment \$	Arbitrated Safety Net \$	Total Rate Per Week \$
(i)	Instrumentation and Controls Tradesperson	423.80	96.00	142.00	661.80
(ii)	Instrument Tradesperson - Complex Systems	386.60	84.90	142.00	613.50
(iii)	Instrument Tradesperson	380.10	80.10	144.00	604.20
(iv)	Scientific Instrument Maker	380.10	80.10	144.00	604.20
(v)	Welder – Special Class	371.40	80.10	144.00	595.50
(vi)	Welder	362.90	80.10	144.00	587.00
(vii)	Electrician - Special Class	386.60	84.90	142.00	613.50
(viii)	Electrical Fitter	362.90	80.10	144.00	587.00
(ix)	Electrical Installer	362.90	80.10	144.00	587.00
(x)	Boilermaker	362.90	80.10	144.00	587.00
(xi)	Tradesperson the greater part of whose time is occupied in marking off and/or template making	367.10	80.10	144.00	591.20
(xii)	Mechanical Tradesperson - Special Class	386.60	84.90	142.00	613.50
(xiii)	Tradesperson	362.90	80.10	144.00	587.00
(xiv)	Pipe Fitter	362.90	80.10	144.00	587.00
(xv)	Fitter - Refrigeration	362.90	80.10	144.00	587.00
(xvi)	Fitter - Window Frame	362.90	80.10	144.00	587.00
(xvii)	Motor Mechanic	362.90	80.10	144.00	587.00
(xviii)	Machinist - Engineering: First Class	362.90	80.10	144.00	587.00
	Second Class	327.20	66.80	142.00	536.00
(xix)	Certificated Rigger or Scaffolder	345.70	68.90	142.00	556.60
(xx)	Rigger or Scaffolder - Other	334.70	67.70	142.00	544.40
(xxi)	Tool and Material Storesperson	322.90	65.80	142.00	530.70
(xxii)	Tradesperson's Assistant	310.20	64.30	142.00	516.50
(xxiii)	Tradesperson's Assistant - who from time to time uses a grinding machine	311.70	65.80	142.00	519.50
(xxiv)	Lagger - first 6 months' experience	310.20	63.40	142.00	515.60
	2nd and 3rd six months' experience	311.70	65.40	142.00	519.10
	4th and 5th six months' experience	315.90	65.60	142.00	523.50
	thereafter	317.40	66.60	142.00	526.00
(xxv)	Grinder using portable machine	315.90	65.70	142.00	523.60
(xxvi)	Crane Attendant and Dogman	334.70	67.70	142.00	544.40
(xxvii)	Labourer	291.60	62.10	142.00	495.70

(b) A certificated 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) The ordinary weekly wage of an apprentice shall be calculated by applying the percentage applicable under subclause (4) of Clause 32. - Wages in PART I - GENERAL of this award to the rate prescribed for a "Tradesman" in subclause (2) of this clause for the construction work upon which he is engaged.

(4) Construction Allowance

- (a) In addition to the appropriate rates of pay prescribed in this clause an employee shall be paid -
- (i) \$35.85 per week if the employee is engaged on the construction of a large industrial undertaking or any large civil engineering project.
 - (ii) \$32.25 per week if the employee 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 such employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.
 - (iii) \$19.00 per week if the employee is 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.

(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	20.25
(b) If placed in charge of more than 10 and not and not more than 20 other employees	31.00
(c) If placed in charge of more than 20 other employees	40.10

- (6) (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) \$11.25 per week to such tradesperson; or
 - (ii) in the case of an apprentice a percentage of \$11.25 being the percentage which appears against his/her year of apprenticeship in subclause (4) of Clause 31. - Wages and Supplementary Payments of PART I - GENERAL (subject to Clause 13. - Apprentices in PART II) of this award, 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 his/her employer if lost through his/her negligence.
- (7) A casual employee shall be paid 20% of the ordinary rate in addition to the ordinary rate for the calling in which he is employed.

(8) **Minimum Adult Award 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f)
 - (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) **Adult Apprentices**
 - (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.

- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

**METROPOLITAN HEALTH SERVICE ENGINEERING AND BUILDING SERVICES ENTERPRISE AWARD 1999
NO. A 1 OF 1999**

APPENDIX A. - SALARIES

(1) Rates of Pay

Subject to this Appendix, employees shall be paid the rates of pay specified in the following table in accordance with the level to which they are from time to time classified.

Classification	Level	Percentage Relativity to C10 Tradesperson	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I	Supplementary Payment	ASNA	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
Carpenter	Building Tradesperson Level 04	100	365.20	52.00	144.00	561.20	12.40	62.32	12.00	17.31	34704
	Building Tradesperson Level 05	105	383.50	54.60	146.00	584.10	13.04	62.61	12.00	19.56	36062
	Building Tradesperson Level 06	110	401.70	57.20	146.00	604.90	13.68	62.90	12.00	21.81	37316
	Building Tradesperson Level 07	115	420.00	59.80	144.00	623.80	14.22	63.19	12.00	26.04	38564
	Building Tradesperson Level 08	120	438.20	62.40	144.00	644.60	14.86	53.04	12.00	27.23	39218
	Building Tradesperson Level 09	125	456.50	65.00	140.00	661.50	15.50	53.32	12.00	31.49	40367
Painter	Building Tradesperson Level 04	100	365.20	52.00	144.00	561.20	12.40	48.54	12.00	15.89	33911
	Building Tradesperson Level 05	105	383.50	54.60	146.00	584.10	13.04	48.83	12.00	18.14	35269
	Building Tradesperson Level 06	110	401.70	57.20	146.00	604.90	13.68	49.12	12.00	20.39	36523
	Building Tradesperson Level 07	115	420.00	59.80	144.00	623.80	14.22	49.40	12.00	24.63	37771
	Building Tradesperson Level 08	120	438.20	62.40	142.00	642.60	14.86	39.25	12.00	27.80	38424
	Building Tradesperson Level 09	125	456.50	65.00	142.00	663.50	15.50	39.54	12.00	30.07	39679

Classification	Level	Percentage Relativity to C10 Tradesperson	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I	Supplementary Payment	ASNA	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
Plasterer	Building Tradesperson Level 04	100	365.20	52.00	144.00	561.20	12.40	59.93	12.00	16.14	34518
	Building Tradesperson Level 05	105	383.50	54.60	146.00	584.10	13.04	60.22	12.00	18.39	35876
	Building Tradesperson Level 06	110	401.70	57.20	146.00	604.90	13.68	60.51	12.00	20.64	37130
	Building Tradesperson Level 07	115	420.00	59.80	144.00	623.80	14.22	60.79	12.00	24.87	38378
	Building Tradesperson Level 08	120	438.20	62.40	144.00	644.60	14.86	50.51	12.00	26.18	39031
	Building Tradesperson Level 09	125	456.50	65.00	140.00	661.50	15.50	50.79	12.00	30.43	40180
Plumber	Building Tradesperson Level 04	100	365.20	52.00	146.00	563.20	12.40	75.26	12.00	18.66	35553
	Building Tradesperson Level 05	105	383.50	54.60	146.00	584.10	13.04	75.55	12.00	20.90	36807
	Building Tradesperson Level 06	110	401.70	57.20	146.00	604.90	13.68	75.84	12.00	23.15	38061
	Building Tradesperson Level 07	115	420.00	59.80	144.00	623.80	14.22	76.13	12.00	27.39	39309
	Building Tradesperson Level 08	120	438.20	62.40	144.00	644.60	14.86	65.98	12.00	28.57	39963
	Building Tradesperson Level 09	125	456.50	65.00	140.00	661.50	15.50	66.27	12.00	32.82	41112
Other Building Employees Not Elsewhere Classified	Building Employee Entrant Level	78	284.86	40.56	144.00	469.42	9.68	42.78	14.00	5.45	28240
	Building Employee Level 1	82	299.46	42.64	146.00	488.10	10.20	43.01	14.00	7.25	29348
	Building Employee Level 2	87	319.18	45.45	146.00	510.63	10.87	43.33	14.00	9.68	30701
	Building Employee Level 3	92	337.44	48.05	146.00	531.49	11.51	43.62	14.00	11.92	31955
	Building Employee Level 4	100	365.20	52.00	146.00	563.20	12.40	44.18	14.00	15.22	33857

Classification	Level	Percentage Relativity to C10 Tradesperson	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I	Supplementary Payment	ASNA	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
Mechanical Fitter, Motor Mechanic, Refrigeration Fitter and other engineering trades employees not elsewhere classified.	Engineering Employee Level 14	78	284.86	40.56	142.00	467.42	14.68	42.78	14.00	6.05	28427
	Engineering Employee Level 13	82	299.46	42.64	144.00	486.10	15.40	43.01	14.00	7.87	29547
	Engineering Employee Level 12	87.4	319.18	45.45	144.00	508.63	16.47	43.33	14.00	10.34	30924
	Engineering Employee Level 11	92.4	337.44	48.05	146.00	531.49	17.41	43.62	14.00	12.62	32195
	Engineering Tradesperson Level 10	100	365.20	52.00	146.00	563.20	18.80	53.39	12.00	17.05	34558
	Engineering Tradesperson Level 09	105	383.50	54.60	146.00	584.10	19.70	53.68	12.00	19.34	35934
	Engineering Tradesperson Level 08	110	401.70	57.20	146.00	604.90	20.70	53.97	12.00	21.61	37205
	Engineering Tradesperson Level 07	115	420.00	59.80	144.00	623.80	21.60	54.27	12.00	25.90	38477
	Engineering Tradesperson Level 06	125	456.50	65.00	140.00	661.50	23.50	44.41	12.00	31.38	40314
	Engineering Tradesperson Level 05	130	474.80	67.60	140.00	682.40	24.40	44.70	10.00	33.68	41482
Electrical Fitter/ Mechanic	Engineering Tradesperson Level 10	100	365.20	52.00	146.00	563.20	18.80	66.76	12.00	18.44	35432
	Engineering Tradesperson Level 09	105	383.50	54.60	146.00	584.10	19.70	67.06	12.00	20.72	36704
	Engineering Tradesperson Level 08	110	401.70	57.20	146.00	604.90	20.70	67.35	12.00	22.99	37975
	Engineering Tradesperson Level 07	115	420.00	59.80	144.00	623.80	21.60	67.64	12.00	27.29	39247
	Engineering Tradesperson Level 06	125	456.50	65.00	140.00	661.50	23.50	57.79	12.00	32.76	41084
	Engineering Tradesperson Level 05	130	474.80	67.60	140.00	682.40	24.40	58.08	10.00	35.06	42252

(2) (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.

- (3) This Award shall not operate to reduce the salary of any employee who is at present receiving above the minimum rate prescribed for their class of work.
- (4) A junior employee, other than an apprentice or trainee, employed to carry out work regulated by this Award, including work normally done by an apprentice or trainee, shall be paid not less than the wage of an adult performing similar work. No new designation shall be introduced during the currency of this Award so as to reduce the status of any employee covered thereby.
- (5) **Infirmity**
- (a) Any employee who by reason of infirmity is unable to earn the minimum wage may be paid a lesser wage as may from time to time be agreed upon in writing between the Union's and the Employer.
- (b) Where no agreement is reached the matter may be determined in accordance with Clause 11.- Dispute Resolution for determination.
- (6) **Minimum Adult Award 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) **Adult Apprentices**
- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.
- (7) **Building Trades Employees**
- Except to the extent of any inconsistency with this Award, those parts of Appendix D - Award Restructuring of the Building Trades (Government) Award 1968 No. 31a of 1966 (as at the date of registration of this Award), which pertain to transfer from old classification structures, reclassification of employees and classification definitions, shall apply to this Award.
- (8) **Metal Trades Employees**
- Except to the extent of any inconsistency with this Award, those parts of Clause 5. - Classification Structure and Definitions of the Engineering Trades (Government) Award 1967 No. 29, 30 & 31 of 1961 & 3 of 1962, (as at the date of registration of this Award), which pertain to transfer from old classification structures, reclassification of employees and classification definitions, shall apply to this Award.

METROPOLITAN PRISON COMPLEX CATERING STAFF AWARD NO. 1 OF 1980**15. - RATES OF PAY**

- (1) The minimum rate of pay per week payable under this award shall be as follows:

	\$	ASNA	TOTAL
Chef			
1st year of employment	463.90	91.00	554.90
2nd year of employment	470.10	91.00	561.10
3rd year of employment	476.20	91.00	567.20
Cook			
1st year of employment	438.40	91.00	529.40
2nd year of employment	444.80	91.00	535.80
3rd year of employment	449.50	91.00	540.50
Baker			
1st year of employment	438.40	91.00	529.40
2nd year of employment	444.80	91.00	535.80
3rd year of employment	449.50	91.00	540.50
Kitchenhand/Driver			
1st year of employment	360.80	91.00	451.80
2nd year of employment	365.20	91.00	456.20
3rd year of employment	369.10	91.00	460.10

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) 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.

**METROPOLITAN TEACHING HOSPITALS - SALARIES AND CONDITIONS OF SERVICE AWARD 1986
(MEDICAL OFFICERS) NO. PSA A 18 OF 1986**
8. - SALARIES

- (1) (a) Salaries or salary ranges applicable to medical officers covered by this Award calculated on the basis of the ordinary hours of duty specified in subclause (1) of Clause 11. - Hours of Duty of rostered duty in any period of one week shall be:

Level	\$ per annum	ASNA	TOTAL
Level 1	36177	5425	41602
Level 2	38794	5425	44219
Level 3	41467	5425	46892
Level 4	43089	5425	48514
Level 5	44780	5425	50205
Level 6	48244	5425	53669
Level 7	51162	5425	56587
Level 8	54213	5425	59638
Level 9	56364	5425	61789
Level 10	59625	5425	65050

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 salary of an Intern shall be at Level 1.
- (c) The salary of a Resident Medical Officer shall be within the range of Levels 2 to 4 inclusive, based on years of relevant experience after graduation. Level 4 shall apply to 4th and subsequent years of experience after graduation.
- (d) The salary of a Registrar shall be within the range of Levels 5 to 8 inclusive based on years of relevant experience in that capacity.

- (e) The salary of a Senior Registrar shall be within the range of Levels 9 to 10, based on years of relevant experience in that capacity.
- (f) Subject to the provisions of this Award, a medical officer shall be employed in accordance with the level of work performed.
- (2) Subject to good conduct, diligence and efficiency, a medical officer shall proceed from the point of entry in the salary range to the maximum of the range for the particular class of employment according to the increments in such salary range.
- (3) Salaries shall be paid at least fortnightly.
- (4) It is a term of this Award that the Association undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 704 of 1991 not to pursue any extra claims, award or over award except when consistent with the State Wage principles.

**METALS AND ENGINEERING RAPID METAL DEVELOPMENTS (AUST) PTY LTD AWARD 1993
NO. A 4 OF 1993**

19. - WAGES

- (1) The minimum rates of pay payable to adult employees under this Award shall be as follows:

	Base Rate \$	Supple- mentary Payment \$	Additional Payment \$	Safety Net Adjustment \$	Rate Per Week \$
Engineering Production Employee - Level II (C13)	310.20	31.90	86.90	142.00	571.00
Engineering Production Employee - Level III (C12)	327.20	37.40	61.60	142.00	568.20

- (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.

- (3) An attendance bonus of \$27.20 per week shall be paid as a flat amount each week, except where an unauthorised absence takes place. Any time an employee is absent from work on Annual Leave, Public Holidays, Bereavement Leave or paid sick leave shall not affect the payment of this allowance.
- (4) A Yard Supervisor in charge of other employees shall be paid an additional weekly payment of \$27.50.

MINERAL EARTHS EMPLOYEES' AWARD NO. 9 OF 1975

8. - WAGES

- (1) (a) The minimum weekly rate of wage payable to employees covered by this award shall be:

	Base Rate per week \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
Mill Attendant	352.10	142.00	494.10
All Others	339.30	142.00	481.30

- (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.

- (2) Mill Attendant shall mean an employee who is classified as such by the employer and who shall be responsible for seeing that the mill or mills are kept running and who shall, if necessary, effect all adjustments and running repairs to such mills.
- (3) Junior Employees: Junior Employees shall receive the prescribed percentage of the "All Others" 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 to 21 years of age	Adult Rates

- (4) No junior employee under 18 years of age shall be employed on night shift.
- (5) Any employee employed for less than one week shall be classed as a casual employee and shall be paid at the rate of 20% in addition to the ordinary wage.
- (6) Leading Hands: In addition to the wage prescribed in subclause (2) hereof a leading hand shall be paid:-
- | | |
|---|-------|
| | \$ |
| (a) If placed in charge of not less than 3 and not more than 10 other employees | 22.00 |
| (b) If placed in charge of more than 10 and not more than 20 other employees | 33.85 |
| (c) If placed in charge of more than 20 other employees | 43.60 |

MINERAL SANDS INDUSTRY AWARD 1991 NO. A 3 OF 1991

13. - WAGES

- (1) (a) Mineral Sands Employee:

	Base Rate \$	Supplementary Payment Per Week \$	Minimum Rate \$	Arbitrated Safety Net Adjustment \$	Total Wage \$
Level 1	292.20	96.40	388.60	142.00	530.60
Level 2	310.50	102.40	412.90	142.00	554.90
Level 3	328.80	108.40	437.20	144.00	581.20
Level 4	347.00	114.50	461.50	144.00	605.50
Level 5	365.20	120.50	485.70	142.00	627.70
Level 6	383.40	126.60	510.00	142.00	652.00
Level 7	401.70	132.60	534.30	142.00	676.30
Level 8	419.90	138.70	558.60	142.00	700.60
Level 9	438.30	144.60	582.90	142.00	724.90
Level 10	456.50	150.70	607.20	142.00	749.20

- (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.
- (c) The relativities between the respective levels are determined by reference to the Minimum Rate (i.e. Base Rate plus Supplementary Payment).
- (2) 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 programmes set out in Clauses 17. - Definitions and 26. - Implementation/Training, of this award. Agreed levels of training for each classification shall be established by the parties and will lead to employees being utilised to carry out any work within their skills and abilities safely and satisfactorily and subject at all times to any relevant statutory requirement as to licensing, training or other certification.
- (3) APPRENTICES (wage 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 year | 75 |
| Final year | 88 |
| Three year term - | |
| First year | 55 |
| Second year | 75 |
| Third year | 88 |

For the purposes of this subclause "tradesperson's rate" means the weekly wage rate for Level 5 in this clause. Provided, however, in the case of a person who, at the commencement of an apprenticeship is over the age of 21 years such person shall be paid not less than a Level 3.

- (4) JUNIOR EMPLOYEES

- (a) Employees under the age of 18 years shall only be employed in accordance with the provisions of the Mines Regulations Act and Regulations.

- (b) Employees under 18 years of age shall be paid 65% of the appropriate adult rate.
- (c) Employees at 18 years of age shall be paid the appropriate adult rate.
- (5) (a) **Leading Hand - General**
A leading hand is an employee who receives some supervision and in turn, assists and co-ordinates the work of other employees, who is appointed as such and who can exercise a limited discretion in making decisions, conducting of work, and matters affecting safety. Rate per week - \$16.70
- (b) **Leading Hand - Shift Supervisor (Westralian Sands Only)**
Is fully responsible for plant and site operations and who ensures compliance with safety standard rules as required in the Mines Regulations Act and/or by the Quarry or Registered Mine Manager in the absence of salaried staff. Rate per week \$54.70
- (6) **Tool Allowance**
- (a) (i) Where an employer does not provide a tradesperson with the tools ordinarily required by that tradesperson the employer shall pay a tool allowance of \$9.60 per week to such tradesperson for the purpose of such tradesperson supplying, maintaining and insuring tools ordinarily required in the performance of the employee's work as a tradesperson.
- (ii) The list of basic tools tradespersons are required to supply is as agreed at an enterprise level. Any additional tools shall be supplied by the employer.
- (b) (i) The employer shall supply an apprentice with a basic apprentice tool kit upon engagement in lieu of a tool allowance being paid during the apprentice's first year of employment.
- (ii) The basic apprentice tool kit supplied to an apprentice shall be appropriate to the trade(s) of the apprentice and the content shall be agreed at an enterprise level.
- (iii) An apprentice who has completed one full year of employment shall be paid an allowance in the employee's second and subsequent years of employment. The allowance paid to an apprentice shall be a percentage of the rate paid to a tradesperson being the percentage which appears against the employee's year of apprenticeship in subclause (3) of this clause.
- (iv) The allowance paid to an apprentice is for the purpose of the apprentice supplementing, maintaining, and insuring tools ordinarily required in the performance of the employee's work as an apprentice.
- (7) **Construction Allowance Per Week**
\$16.40 to be paid to an employee when engaged on any work directly related to major capital expenditure in connection with the construction/demolition of plant. This allowance is paid in recognition of special disabilities and conditions that are not normally associated with plant maintenance and operations. Such construction work will be as agreed between the employer and the union or unions concerned or, in the event of disagreement, the Western Australian Industrial Relations Commission declares to be construction work for the purpose of this award.
- (8) **Casual Employees**
A casual employee shall be paid 20 per cent in addition to the appropriate weekly rate.

MINERAL SANDS MINING AND PROCESSING (ENGINEERING AND BUILDING TRADES) AWARD, 1977

NO. 6 OF 1977

26. - 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) **Metal Trades:**

	\$	Rate Per Week	
		ASNA	TOTAL
Electrician Special Class	395.80	104.00	499.80
Scientific Instrument Maker and/or Repairer	389.40	104.00	493.40
Automotive Electrical Fitter	372.90	104.00	476.90
Boilermaker	372.90	104.00	476.90
Electrical Fitter	372.90	104.00	476.90
Electrical Installer	372.90	104.00	476.90
Fitter	372.90	104.00	476.90
Fitter and Turner	372.90	104.00	476.90
Fuel Injection Fitter	372.90	104.00	476.90
Machinist - First Class	372.90	104.00	476.90
Motor Mechanic	372.90	104.00	476.90
Tradesperson working alone (Westralian Sands)	388.30	104.00	492.30
Welder - First Class	372.90	104.00	476.90
Machinist - Second Class	331.70	104.00	435.70

	\$	Rate Per Week ASNA	TOTAL
Rigger and Scaffolder -			
(a) who is a licence holder for the purpose of the Inspection of the Scaffolding Act	353.40	104.00	457.40
(b) who holds a licence under the said Act or whom the Foreman and the licence holder under (a) agree is fully experienced as a Rigger	342.00	104.00	446.00
(c) Other	338.30	104.00	442.30
Rubber Employee Grade I	367.60 *	104.00	471.60
Rubber Employee Grade II	344.70 *	104.00	448.70
Tool Storeperson	326.20	104.00	430.20
Lube Bay Serviceperson	321.30	104.00	425.30
Tradesperson's Assistant	314.70	104.00	418.70
Greaser	318.10	104.00	422.10
* Such rate includes provisions for working with potentially toxic substances.			
(2) Building Trades:			
(a) Bricklayers	372.90	104.00	476.90
Carpenters and Joiners	372.90	104.00	476.90
Plasterers	372.90	104.00	476.90
Plumbers	372.90	104.00	476.90
Painters, Glaziers and Signwriters	372.90	104.00	476.90
Builders' Labourer	315.40	104.00	419.40
(b) Tool Allowance Per Week -			
Bricklayers	2.90		
Plasterers	3.30		
Carpenters and Joiners	3.90		
Plumbers	3.90		
Painters, Glaziers and Signwriters	1.00		
(a) One-third of the amount payable to a tradesperson shall be paid to an apprentice to that trade in the first year of apprenticeship and of two-thirds of that amount in the second year and of the same amount as is payable to a tradesperson in the remaining period of his/her apprenticeship.			
(b) Deleted.			
(c) Construction Allowance Per Week:			
\$8.00 shall be paid to an employee engaged in any work in connection with the erection or demolition of a building.			
(d) Where an apprentice works in circumstances which would entitle a tradesperson to the construction allowance prescribed in subclause (c) of this subclause, the following extra rate shall be paid to such apprentice:-			
		Percentage of Construction Allowance Per Week %	
(i) Five Year Term -			
First year		37	
Second year		53	
Third year		72	
Fourth year		95	
Fifth year		100	
(ii) Four Year Term -			
First year		40	
Second year		72	
Third year		95	
Fourth year		100	
(iii) Three and a Half Year Term -			
First six months		40	
Next year		72	
Next following year		95	
Final year		100	

- | | | Percentage of
Construction
Allowance Per
Week
% |
|------|-------------------|---|
| (iv) | Three Year Term - | |
| | First year | 58 |
| | Second year | 95 |
| | Third year | 100 |
- (3) **Leading Hands:**
In addition to the appropriate wage rates 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 | 15.00 |
| (b) If placed in charge of more than ten and not more than 20 other employees | 23.20 |
| (c) If placed in charge of more than 20 other employees | 29.80 |
- (4) **Apprentices (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 |
- For the purposes of this subclause "Tradesman's Rate" means the sum of the total wage for the classification "Tradesman" in subclause (1) or (2) of this clause.
- (5) **Tool Allowance:**
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) \$8.70 per week to such tradesperson, or
- (b) in the case of an apprentice a percentage of \$8.70 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 work as a tradesperson or as an apprentice.
- (6) **Additional Payment:**
- (a) In addition to the rates of wages prescribed in subclauses (1) and (2) of this clause, adult employees shall be paid an additional payment at the rate of \$57.70 per week.
- (b) In addition to the rates of wages prescribed in subclause (4) of this clause, apprentices shall be paid an additional payment equivalent to the appropriate percentage contained in that subclause of \$57.70 per week.
- (c) The additional payment prescribed in paragraphs (a) and (b) of this subclause shall not be for all purposes of the award.
- (d) The rates of wages in this clause are not varied by the provisions of this subclause and shall not for the purposes of any other award, order, industrial agreement or any other agreement or arrangement be deemed to have been varied.
- (e) The provisions of this subclause shall not apply to a casual employee.
- (7) **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 operative from the commencement of the first pay period beginning on or after 1 November 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

- (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 by 31 March 1990.
- (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 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;
 - (iii) 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 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 31 March 1990.
- (8) Award Modernisation:
- (a) In accordance with sub-paragraph (iv) in paragraph (b) of subclause (7) 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 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 Unions 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 22. - 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 subclause (b) hereof and that agreement requires 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.

"MINERAL SANDS MINING AND PROCESSING INDUSTRY" AWARD, 1981 NO. A 38 OF 1981

27. - WAGES

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

	\$	Rate Per Week ASNA	TOTAL
GROUP 1			
Horticultural Tradesperson	372.90	104.00	476.90
GROUP 2			
Control Room Operator S.R. Plant			
Quality Control Operator			
Technical Assistant - Grade I			
Linatex Operator			
Senior Operator - Dry Plant	364.80	104.00	468.80
GROUP 3			
Dredge Operator - AMC			
Tractor driver whilst using power operated attachments 500kw and over	346.60	104.00	450.60

	\$	Rate Per Week ASNA	TOTAL
GROUP 4			
Dredge Operator - Cable Sands (WA)			
Tractor driver power operated attachments more than 370kw but not more than 500kw			
Motor vehicle driver over 7 tonnes			
Grader driver - over 75kw			
Technical Assistant - Grade II	336.30	104.00	440.30
GROUP 5			
Plant Operator - Operating Reliner			
Section Operator S.R. Plant			
Plant Operator Special as defined			
Unlicensed Dump Truck Operator			
Tractor driver whilst using power operated attachments over 225kw but not more than 370kw			
Grader drivers - up to 75kw			
Forklift driver - over 4500kg			
Motor vehicle driver over 6 tonnes but not more than 7 tonnes			
Mechanical Drill Rig Operator over 22kw	329.90	104.00	433.90
GROUP 6			
Plant operator Grade I as defined			
Rehabilitation Nursery Hand Grade I as defined			
Laboratory Assistant Grade I as defined			
Experienced Storeperson (AMC) as defined			
Tractor driver whilst using power operated attachments over 52kw but not more than 97kw			
Over 97kw but not more than 225kw			
Forklift Operator - up to 4500kg			
Motor vehicle drivers - not more than 1.25 tonnes capacity			
Over 1.25 tonnes but not more than 3 tonnes			
Over 3 tonnes but not more than 6 tonnes			
Mechanical Drill Rig Operator - up to 22kw			
Bucket Wheel Operator	316.50	104.00	420.50
GROUP 7			
Storeperson			
Plant Operator Grade II as defined			
Laboratory Assistant Grade II			
Rehabilitation Nursery Hand - Grade II			
Tractor driver whilst using power operated attachments over 26kw but not more than 52kw	304.80	104.00	408.80
GROUP 8			
Tractor Driver whilst using power operated attachments 26kw and under			
Exploration and Survey Assistant			
Sample Preparer			
Plant Utility Person	297.90	104.00	401.90
GROUP 9			
General Hand	287.60	104.00	391.60
Front End Loader Operator (Appropriate Tractor 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.

- (2) **Leading Hands:**
Employees appointed by the employer as Leading Hands shall be paid the following amounts in addition to the ordinary rate of pay -
- | | | |
|-----|--|---------|
| (a) | if placed in charge of not less than three and not more than ten other employees | \$15.00 |
| (b) | if placed in charge of more than ten and not more than 20 other employees | \$23.20 |
| (c) | if placed in charge of more than 20 other employees | \$29.80 |
| (d) | leading hand shift supervisor | \$49.40 |
- (3) **Industry Allowance:**
- (a) In addition to the rates of wages specified in subclause (1) of this clause, employees shall receive as compensation for all disabilities associated with the industry, an amount of \$14.40 per week of 40 hours.
- (b) An employee required to operate a vehicle equipped with self loading equipment shall be paid an additional 21 cents per hour or part thereof for all times so worked.
- (4) **Junior Employees:**
(Percentage of Rate of Wage for an Adult General Hand)
- | | |
|-----------------------|------------------------|
| Under 17 years of age | 55% |
| At 17 years of age | 65% |
| At 18 years of age | 80% |
| At 19 years of age | Appropriate Adult Rate |
- (5) **Additional Payment:**
- (a) In addition to the rates of wages prescribed in subclause (1) of this clause, adult employees shall be paid an additional payment in accordance with the following table:
- | | Rate Per Week |
|---------|---------------|
| | \$ |
| Group 1 | 57.70 |
| Group 2 | 56.40 |
| Group 3 | 53.60 |
| Group 4 | 52.00 |
| Group 5 | 51.10 |
| Group 6 | 49.00 |
| Group 7 | 47.20 |
| Group 8 | 46.10 |
| Group 9 | 44.50 |
- (b) In addition to the rates of wages prescribed in subclause (4) junior employees shall be paid an additional payment equivalent to the appropriate percentage of the Group 9 additional payment specified in subclause (a) of this clause in accordance with their years of age.

MINERALS PRODUCTION (SALT) INDUSTRY AWARD 1969 NO. 36 OF 1968

14. - MESS PERSONNEL

- (1) The minimum weekly rates of wages payable to mess personnel shall be :-

	\$	ASNA	TOTAL
Head Cook.....	192.20	104.00	296.20
Cook.....	187.30	104.00	291.30
Mess Attendant.....	162.80	104.00	266.80

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) All time worked by workers in the mess outside the daily spread of twelve hours in or excess of forty hours in any one week shall be deemed overtime and paid for at the rate of time and one half. Provided that overtime in excess of four hours in any one week shall be paid for at the rate of double time.
- (3) All time worked during ordinary hours on a Saturday shall be paid for at the rate of time and one half, on a Sunday at the rate of time and three quarters and on a holiday at the rate of double time.

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 minimum rates of wages payable under this award shall be as follows:

(1)	Total Wage Per Week - Adult Workers	\$	ASNA	TOTAL
	General Hand Grade I.....	200.70	104.00	304.70
	Labourers			
	General Hand Grade II.....	205.90	104.00	309.90
	General Labourers - appointed as such by the employer			
	General Hand Grade III.....	210.50	104.00	314.50
	Weirman, continuously engaged in removing salt build up from weirs and culverts by manual means			
	Process Operator Grade I.....	216.20	104.00	320.20
	Conveyor Operator			
	Pumpman			
	Shiploader Operator			
	Stacker Operator			
	Reclaimer Operator			
	Loader Operator			
	Process Operator Grade II.....	220.80	104.00	324.80
	Process Operators - appointed as such who exercise skills as a Grade I Operator, but who in addition is charged with overall responsibility for a particular area			
	Mechanical Equipment:			
	Group I.....	232.30	104.00	336.30
	Operator pneumatic tyred tractor (below 15 kw net engine power) without power operated attachments			
	Group 2.....	235.80	104.00	339.80
	(a) Operator crawler tractor without power operated attachments up to and including class M4			
	(b) Operator crawler tractor with power operated attachments up to and including class M2			
	(c) Operator pneumatic tyred tractor without power operated attachments above 15 kw up to and including 60 kw net engine power. (This includes tractor tilting or one man hitch trailer).			
	(d) Operator pneumatic tyred tractor with power operated attachments below 15 kw net engine power			
	(e) Operator back hoe self-powered (not self-propelled)			
	Group 3.....	241.80	104.00	345.80
	(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 M5 up to and including M5			
	(c) Operator pneumatic tyred tractor without power operated attachments above 60 kw up to and including 150 kw net engine power			
	(d) Operator pneumatic tyred tractor with power operated attachments above 15 kw up to and including 60 kw net engine power (not including tilting or one man hitch trailer)			
	(e) Operator drawn grader			
	(f) Operator rear and bottom dump of capacity greater than 2 cubic metres struck up to and including 15 cubic metres struck capacity			
	(g) Operator crawler loader up to and including 5000 kg mass (see note 3)			
	(h) Operator pneumatic tyred loader up to and including 30 kw net engine power			
	Group 4.....	245.50	104.00	349.50
	(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 trenching machine ladder type depth greater than 1.5 metres up to 2.4 metres and width above 30 mm up to 450 mm and bucket wheel trencher with equivalent capacity in cubic metres per hour			
	(e) Operator pneumatic tyred tractor with power operated attachments above 60 kw up to and including 150 kw net engine power			

	\$	ASNA	TOTAL
Group 4— <i>continued</i>			
(f) Operator self-powered scraper up to and including 15 cubic metres struck capacity			
(g) Operator rear and bottom dump above 15 cubic metres struck capacity up to and including 50 cubic metres struck capacity			
(h) Operator pneumatic tyred tractor without power operated attachments above 150 kw up to and including 500 kw net engine power			
(i) Operator crawley loader above 5000 mass up to and including 15000 kg mass (see note 3)			
(j) Operator pneumatic tyred loader above 30 kw up to and including 105 net engine power			
(k) Operator road roller powered over 25 tonnes			
Group 5.....	248.70	104.00	352.70
(a) Operator crawler tractor with power operated attachments above class M15 up to and including 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 trenching machine ladder type, greater than 2.4 metres depth and minimum 450 mm width and bucket wheel trencher equivalent in cubic metres per hour			
(f) Operator rear and bottom dump exceeding 30 cubic metres struck capacity up to and including 60 cubic metres struck capacity			
(g) Operator crawler loader above 15000 kg mass up to and including 30000 kg mass (see note 3)			
(h) Operator pneumatic tyred loader above 105 kw up to and including 200 kw net engine power			
Group 6.....	253.70	104.00	357.70
(a) Operator crawler tractor with power operated attachments class M40			
(b) Operator grader power operated above 75 kw up to and including 190 kw net engine power			
(c) Operator pneumatic tyred loader above 200 kw up to and including 500 kw net engine power			
(d) Operator salt harvester (Texada)			
(e) Operator crawler loader class M40			

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 wage prescribed in subclause (1) of this clause, a leading hand shall be paid (per week) -

	\$
(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
(c) if placed in charge of more than twenty other workers..	25.00

(3) **Male Junior Workers:** The minimum rates of wages payable to male junior workers shall be as follows:-

Percentage of Rate of Wage for an Adult General Hand	%
Under 17 years of age	55
At 17 years of age	65
At 18 years of age	80
At 19 years of age	Appropriate Adult Rate

(4) **Minimum Adult Award 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 \$467.40 per week payable on and from 4th June 2004.

- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
(ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
(iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
(iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

MISCELLANEOUS WORKERS' (ACTIV FOUNDATION) AWARD NO. A 20 OF 1980

37. - WAGES

- (1) The following rate of wage payable to employees covered by this award shall be as set out hereunder:

(a) MISCELLANEOUS EMPLOYEES

	Base Rate per Week \$	Arbitrated Safety Net Adjustments Per Week \$	Total Rate Per Week \$
Level One:			
Comprehends the following classes of work:			
Domestic			
Residents' Aide			
1st year of employment	369.50	142.00	511.50
2nd year of employment	374.10	142.00	516.10
3rd year of employment and thereafter	378.00	142.00	520.00
Level Two:			
Comprehends the following classes of work			
Laundry Person			
Gardener			
1st year of employment	374.60	142.00	516.60
2nd year of employment	379.60	142.00	521.60
3rd year of employment and thereafter	383.80	142.00	525.80
Level Three:			
Comprehends the following classes of work:			
Handyperson			
1st year of employment	383.40	142.00	525.40
2nd year of employment	388.00	142.00	530.00
3rd year of employment and thereafter	392.00	142.00	534.00

	Base Rate per Week \$	Arbitrated Safety Net Adjustments Per Week \$	Total Rate Per Week \$
Level Four: Comprehends the following classes of work:			
Cook			
1st year of employment	399.10	142.00	541.10
2nd year of employment	403.90	142.00	545.90
3rd year of employment and thereafter	408.30	142.00	550.30
Level Five: Comprehends the following classes of work			
Tradesperson Cook			
1st year of employment	454.80	144.00	598.80
2nd year of employment	459.10	144.00	603.10
3rd year of employment and thereafter	462.90	142.00	604.90
(b)	HOUSE SUPERVISOR/MANAGER		
House Supervisor			
Weekday rate	135.90	36.80	172.70
Weekend rate	236.90	51.52	288.42
House Manager			
Weekday rate	146.12	36.80	182.92
Weekend rate	247.22	51.52	298.74
(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.		

MONUMENTAL MASONRY INDUSTRY AWARD 1989 NO. A 36 OF 1987

7. - WAGES

(1)	(a)	Classification	Minimum Weekly Base Rate \$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate (Exclusive of Industry Allowance) \$
		Monumental Mason	365.20	52.00	144.00	561.20
		Monumental Fixer	345.20	49.30	142.00	536.50
		Monumental Employee Grade 4	318.90	45.50	142.00	506.40
		A Grade 3 employee who has attained a high level of skill in at least one function or who is regularly required to perform more than two of the functions contained in Grade 3				
		Monumental Employee Grade 3	301.40	43.00	142.00	486.40
		Employee who has been performing work at Grade 2 level for more than six months				
		Monumental Employee Grade 2	283.70	40.50	142.00	466.20
		Employee who is performing one or more of the following functions and who has been performing such work for less than six months -				
		- Primary Saw Operator				
		- Secondary Saw Operator				
		- Polishing Machine Operator				
		- Stone Engraving Operator				
		- Assistant Monumental Fixer				
		- Monumental Concrete Moulder				

Classification	Minimum Weekly Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate (Exclusive of Industry Allowance) \$
Monumental Employee Grade 1 Employee who is engaged to perform work not covered by any of the above classifications.	263.80	37.70	142.00	443.50

- (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) Industry Allowance:
An industry allowance at the rate of \$14.20 per week shall be paid for all purposes to each adult employed in the workshop to compensate for the following disabilities associated with monumental masonry -

- (a) Working in wet conditions with water underfoot.
- (b) Working on dirty work.
- (c) The use of acid or other corrosive substances when cleaning down stone.
- (d) Working in a dusty atmosphere.

Before exercising a power of inspection the representative shall give notice of not less than 24 hours to the employer.

(3) Leading Hands:
(a) An employee specifically appointed to be a leading hand who is placed in charge of -
(i) not more than one employee, other than an apprentice, shall be paid \$13.50 per week; or
(ii) more than one and not more than five other employees shall be paid \$30.00 per week; or
(iii) more than five and not more than ten other employees shall be paid \$39.00 per week; or
(iv) more than ten other employees shall be paid \$50.80 per week in each case, in addition to the rate prescribed for the highest classification of employee supervised or his/her own rate, whichever is the highest.

(4) Apprentices:
(a) (i) Wages per week - An apprentice shall receive the following percentage of the Monumental Mason's weekly minimum rate and industry allowance contained in subclauses (1) and (2) of this clause.

(aa)	Four year term -	%
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
(bb)	Three and a half year term -	%
	First six months	42
	Next year	55
	Next following year	75
	Final year	88
(cc)	Three year term -	%
	First year	55
	Second year	75
	Third year	88

(ii) Tool allowance (per week) - A tool allowance of one-third of the amount (if any) payable to a tradesperson shall be paid to an apprentice to that trade in his/her first year of apprenticeship and of two-thirds of that amount in his/her second year and of the same amount (if any) as is payable to a tradesperson in the remaining period of his/her apprenticeship.

(iii) Provision of Tools -
An employer may, by agreement with the apprentice's parent or guardian, elect to provide the apprentice with a kit of tools subject to establishing the value of the tools at the time of so providing, deduct the tool allowance until the cost of the kit of tools is reimbursed.

In the event of an apprentice being dismissed or leaving his/her employment before the cost of the tool kit has been reimbursed the employer shall be entitled to -

- (aa) deduct from any monies owing to the apprentice, the amount that is owing; or
- (bb) by agreement retain tools at the originally nominated value to the amount still owing.

(5) Junior Employees -
Wages per week - A junior employee shall receive the following percentage of the adult weekly minimum rate and industry allowance contained in subclauses (1) and (2) of this clause appropriate to the work performed.

- Under 16 years 42%
- 16 years of age 55%
- 17 years of age 75%
- 18 years of age 88%
- 19 years of age 100%
- (6) Tool Allowance (\$ per week) -
- \$
- (a) Monumental masons \$22.50
- Tool allowance shall not be paid where the employer supplies an employee with all necessary tools.
- (b) No other employee shall be required to supply tools.
- (7) Casual Employees -
- A casual employee shall receive a loading of 20% in addition to the rates prescribed in subclauses (1) and (2) of this clause.
- (8) It is a term of this award arising from the decision of the Commission in Court Session in the State Wage Case of 17 June 1991, that the union will not pursue prior to 17 January 1992 any extra claims, award or overaward except when consistent with the State Wage Principles.

MOORING SERVICES (CAPE CUVIER) AWARD 1982 NO. 13 OF 1981

5. - RATES OF PAY

- (1) The annual rate of pay for a mooring or deck hand shall be \$44878 on and from 4 June 2004.
- (2) In addition, the following extra rates shall be payable:
- Foreman - an additional \$4000 per annum
- Leading Hand - an additional \$2400 per annum.
- (3) Employees relieving on higher duties shall be paid at the rate of pay applicable to the position in which they are relieving.
- (4) The existing annual salary for a mooring hand represents 97½% of the rate prescribed for a seaman under Schedule "N" of the Federal Tug Boat Industry Award. Any alterations to all the above rates will be reflected in the award so that relativity of 97½% will be maintained at all times.
- 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.

MOTEL, HOSTEL SERVICE FLATS AND BOARDING HOUSE WORKERS' AWARD, 1976 NO. 29 OF 1974

21. - WAGES

- (1) The following shall be the minimum fortnightly rates of wage payable to full-time employees covered by this award -

		\$ per Fortnight						
Level	Classification	1.7.01	1.8.01	1.1.02	1.7.02	1.8.02	5.6.03	4.6.04
	Introductory	800.80	826.80	826.80	826.80	862.80	896.80	934.80
Level 1	Food & Beverage Attendant Grade 1 Kitchen Attendant Grade 1 Guest Services Grade 1 Gardener General Hand Yardman	830.00	856.00	858.00	860.20	896.20	930.20	968.20
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	946.40	980.40	1018.40

		\$ per Fortnight						
Level	Classification— <i>continued</i>	1.7.01	1.8.01	1.1.02	1.7.02	1.8.02	5.6.03	4.6.04
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	983.00	1017.00	1055.00
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	1050.40	1084.40	1122.40
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	1010.00	1040.00	1065.00	1097.80	1133.80	1167.80	1205.80
Level 6	Cook Grade 5	1060.00	1090.00	1110.00	1135.60	1171.60	1205.60	1243.60

[All rates are effective from the beginning of the first pay period commencing on or after the date shown, except for the increases resulting from the 2003 and 2004 State Wage Case Decisions, which are payable on and from 5 June 2003 and 4 June 2004 respectively]

(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.

MOTOR VEHICLE (SERVICE STATIONS, SALES ESTABLISHMENTS, RUST PREVENTION AND PAINT PROTECTION) INDUSTRY AWARD NO. 29 OF 1980

11. - WAGES

- (1) (a) The following shall be the minimum rate of wages payable to employees under this award from the beginning of the first pay period commencing on or after 1st July 1998.

	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	359.40	9.4579
Motor Vehicle Industry Employee Level 2	376.10	9.8974
Motor Vehicle Industry Employee Level 3	398.60	10.4895
Motor Vehicle Industry Employee Level 4	419.50	11.0395

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

Provided that any increase in rates of pay flowing from implementation of the Minimum Rates Adjustment principle, may be absorbed into any existing overaward payment, insofar as that overaward payment is not being used for the purposes of absorption of Arbitrated Safety Net Adjustments.

- (b) The following shall be the minimum rate of wages payable to employees under this award from the beginning of the first pay period commencing on or after 1st November 1998.

	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	373.40	9.8263
Motor Vehicle Industry Employee Level 2	383.10	10.0816
Motor Vehicle Industry Employee Level 3	405.60	10.6737
Motor Vehicle Industry Employee Level 4	426.50	11.2237

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

- (c) The following shall be the minimum rate of wages payable to employees under this award from the beginning of the first pay period commencing on or after 1st March 1999.

	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	373.40	9.8263
Motor Vehicle Industry Employee Level 2	390.10	10.2658
Motor Vehicle Industry Employee Level 3	412.60	10.8579
Motor Vehicle Industry Employee Level 4	433.50	11.4079

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

- (d) The following shall be the minimum rate of wages payable to employees under this award on and from 4 June 2004.

	Weekly Rate of Pay \$	Arbitrated Safety Net – 1999; 2000, 2001, 2002, 2003 & 2004 \$	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	373.40	94.00	467.40	12.3000
Motor Vehicle Industry Employee Level 2	390.10	94.00	484.10	12.7395
Motor Vehicle Industry Employee Level 3	412.60	94.00	506.60	13.3316
Motor Vehicle Industry Employee Level 4	433.50	94.00	527.50	13.8816

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

- (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) Junior Employees:

Junior employees shall be paid the following percentage of the Level 2 wage rate, inclusive of supplementary payments and arbitrated safety net adjustments, having regard to the age of the employee.

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%

- (4) Casual Employees:

A casual employee shall be paid 20% in addition to the rates of pay prescribed in subclause (1) of this clause.

- (5) Leading Hands:

An employee appointed by the employer as a leading hand shall be paid the following amount, in addition to the ordinary rate of pay, for all purposes of the award:

	Rate Per Week \$
(a) If placed in charge of not less than three and not more than ten other employees	15.90
(b) If placed in charge of more than ten and not more than 20 other employees	24.40
(c) If placed in charge of more than twenty other employees	31.60

29. - TRAINEESHIPS

- (1) Scope

This clause shall apply to persons:

- (a) who are undertaking a traineeship (as defined); and
(b) who are employed by an employer bound by this award.

(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) Existing employees shall not be displaced from employment by trainees.

(3) 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) of this clause.

"Relevant Award" means the Motor Vehicle (Service Station, Sales Establishments, Rust Prevention and Paint Protection) Industry Award No. 19 of 1980.

"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 within this clause will have no effect during the currency of the WA 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 programme 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 programme provided for in the traineeship agreement and shall ensure that the trainee receives the appropriate on-the-job training.
- (c) Training shall be directed at:
 - (i) the achievement of key competencies required for successful participation in the workplace; and/or
 - (ii) the achievement of competencies required for successful participation in an industry or enterprise.

(6) Employment Conditions

- (a) A trainee shall be engaged as a full-time employee for a maximum of one years' 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 five 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 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 shift work in order to ensure the training programme is successfully completed.

- (ii) No trainee shall work overtime on their own unless consistent with the provisions of this award.
- (iii) No trainee shall work shift work unless the parties to a traineeship scheme agree that such shift work 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-shift work 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	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	140.00 (50%)	172.00 (33%)	229.00
	163.00 (33%)	195.00 (25%)	
plus 1 year out of school	195.00	229.00	262.00
plus 2 years	229.00	262.00	307.00
plus 3 years	262.00	307.00	350.00
plus 4 years	307.00	350.00	
plus 5 years	350.00		

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 retail and wholesale industries has been agreed to be skill Level B.
- (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 clause ceases to apply to the employment of the trainee and the award shall apply to the former trainee.

MUSICIANS' GENERAL (STATE) AWARD 1985 NO. A 5 OF 1985**7. - WAGES**

(1) The minimum rates of wages payable to employees engaged under this Award shall be as follows:

A WEEKLY EMPLOYEES: (with a minimum payment of 3 hours for each call worked)

	Required to Accompany Artist Rate Per Hour \$	Total (Includes ASNA) Rate Per Hour \$	Not required to Accompany Artist Rate Per Hour \$	Total (Includes ASNA) Rate Per Hour \$
(a) rank and file musician	19.37	24.14	18.45	23.22
(b) leader in duo	23.25	28.02	22.14	26.91
(c) leader in trio or larger	25.82	30.59	24.59	29.36
(d) musician performing alone	22.76	27.53	21.68	26.45
(e) principal musician	22.28	27.05	21.22	25.99
(f) musician not otherwise provided for	19.37	24.14	18.45	23.22
(g) musical director	29.06	33.83	27.68	32.45

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 REGULAR PART-TIME WEEKLY EMPLOYEES:

Regular part-time weekly employees shall receive 10% in addition to the rates provided for in subclause (1)A of this clause with a minimum payment of 3 hours for each call worked.

C CASUAL EMPLOYEES:

Casual employees shall receive 20% in addition to the rates provided for in subclause (1)A of this clause with a minimum payment of 3 hours for each call worked.

(2) Employees engaged in specialty work shall receive 66 2/3% in addition to the rates prescribed in subclause (1) of this clause with a minimum payment of 3 hours for each call worked.

(3) Where the Union and the employer agree that for a special reason rates and/or condition different from those prescribed should be accepted by an employee then such other rates or condition may be agreed upon.

NICKEL MINING AND PROCESSING AWARD, 1975 NO. 18 OF 1975**SCHEDULE 1 - WAGES**

The minimum rates of pay payable under this Award shall be as follows:

PART A

(1) Rate per Week

	Base Rate \$	Industry Allowance \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
(a) Underground Section -				
Trucker	260.70	86.80	142.00	489.50
Tool Carrier	260.70	86.80	142.00	489.50
Shoveller	260.70	86.80	142.00	489.50
Diamond Drillers Assistant	268.70	86.80	142.00	497.50
Pipe Assembler	268.70	86.80	142.00	497.50
Sampler	268.70	86.80	142.00	497.50
Hydraulic Fill Operator	268.70	86.80	142.00	497.50
Popper Machine Employee	268.70	86.80	142.00	497.50
Air Hoist Operator	268.70	86.80	142.00	497.50
Electric Hoist Operator	268.70	86.80	142.00	497.50
Pump Attendant	268.70	86.80	142.00	497.50
Ventilation Employee	268.70	86.80	142.00	497.50
Platelayer	273.60	86.80	142.00	502.40
Train Crew	273.60	86.80	142.00	502.40
Mechanical Loader Operator	273.60	86.80	142.00	502.40
Scraper Hauler Operator	273.60	86.80	142.00	502.40
Braceperson	273.60	86.80	142.00	502.40
Plateperson	273.60	86.80	142.00	502.40

	Base Rate \$	Industry Allowance \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Skiperson	273.60	86.80	142.00	502.40
Scalers	278.10	86.80	142.00	506.90
Rock drill employee in all other places including open cut	285.60	86.80	142.00	514.40
Sanitary Employee	286.00	86.80	142.00	514.80
Timberperson - Other	290.40	86.80	142.00	519.20
Rock Drill employee in rises	293.90	86.80	142.00	522.70
Rock Drill employee in winzes	293.90	86.80	142.00	522.70
Raised Borer Operator	293.90	86.80	142.00	522.70
Diamond Driller -				
(i) up to 20 h.p.	293.90	86.80	142.00	522.70
(ii) over 20 h.p.	299.20	86.80	142.00	528.00
Timberperson - shaft	301.60	86.80	142.00	530.40
Rock Drill employee in shafts	301.60	86.80	142.00	530.40
Hauler Operator	307.40	86.80	142.00	536.20
Hydraulic Twin and Treble Jumbo Operator	314.30	86.80	142.00	543.10
(b) Open Cut section -				
Quarry Labourer	265.00	86.80	142.00	493.80
Sampler	265.00	86.80	142.00	493.80
Dump Spotter	265.00	86.80	142.00	493.80
Fuel and Lube Serviceperson	281.40	86.80	142.00	510.20
Powder Monkey	288.30	86.80	142.00	517.10
Machine Drill Operator	294.90	86.80	142.00	523.70
Dump Truck Operator	317.80	86.80	142.00	546.60
Operators of Bulldozers, Front-end loaders, or tractors with or without power operated attachments -				
Up to 35 b.h.p.	288.40	86.80	142.00	517.20
Over 35 b.h.p. up to 70 b.h.p.	298.00	86.80	142.00	526.80
Over 70 b.h.p. up to 130 b.h.p.	302.80	86.80	142.00	531.60
Over 130 b.h.p. up to 250 b.h.p.	309.40	86.80	142.00	538.20
Over 250 b.h.p. up to 400 b.h.p.	316.90	86.80	142.00	545.70
Over 400 b.h.p.	324.70	86.80	142.00	553.50
Grader driver -				
Up to 100 b.h.p.	319.90	86.80	142.00	548.70
Over 100 b.h.p.	323.60	86.80	142.00	552.40
(c) Surface sections -				
General Hand	254.10	86.80	142.00	482.90
Utility Employee Grade 1	260.70	86.80	142.00	489.50
Utility Employee Grade 2	265.00	86.80	142.00	493.80
Utility Employee Grade 3	272.10	86.80	142.00	500.90
Storeperson	273.50	86.80	142.00	502.30
Sawyer and Benchperson	277.40	86.80	142.00	506.20
Overhead Crane Driver	277.40	86.80	142.00	506.20
Sanitary Employee	277.40	86.80	142.00	506.20
Ambulance/First Aid Attendant	281.40	86.80	142.00	510.20
Nursery Hand	281.40	86.80	142.00	510.20
Storeperson (WMC - Main Store)	282.00	86.80	142.00	510.80
Tool Sharpener	282.40	86.80	142.00	511.20
Rigger and Splicer	291.40	86.80	142.00	520.20
Linotex Operator/Belt Repairer	296.50	86.80	142.00	525.30
Diamond Driller	299.20	86.80	142.00	528.00
(d) Ore Treatment Mill Section				
Ore Treatment Plant Operator - Grade 1 - ie an O.T.O. having less than three months experience on the process	265.30	86.80	142.00	494.10
Ore Treatment Plant Operator - Grade 2 - ie an O.T.O. having more than three months experience -	280.70	86.80	142.00	509.50

	Base Rate \$	Industry Allowance \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Spray Dryer Control Room Operator after three months control room experience -	301.30	86.80	142.00	530.10
No. 2 Crushing Plant Control Room Operator after three months control room experience -	307.40	86.80	142.00	536.20
Leinster Nickel Operation				
Concentrator Operator - Grade 1 -less than four months experience -	273.80	86.80	142.00	502.60
Concentrator Operator - Grade 2 - Not less than three months experience -	285.10	86.80	142.00	513.90
Concentrator Operator Grade 3				
Not less than eight months service and proficient to operate all of the process plant and mechanical equipment -	301.50	86.80	142.00	530.30
(e) Laboratory Section -				
Sampler Preparer -				
(i) with less than three months experience	265.30	86.80	142.00	494.10
(ii) with more than three months experience	278.10	86.80	142.00	506.90
Laboratory Assistant -				
(i) with less than three months experience	276.70	86.80	142.00	505.50
(ii) with more than three months experience	286.00	86.80	142.00	514.80
(f) Mechanical Equipment Section -				
Driver of Motor Vehicle -				
(i) Not exceeding 25 cwt capacity	302.50	86.80	142.00	531.30
(ii) Exceeding 25 cwt capacity but not exceeding 3 tons capacity	306.90	86.80	142.00	535.70
(iii) Exceeding 3 tons capacity but not exceeding 6 tons capacity	310.90	86.80	142.00	539.70
(iv) 6 tons and over but under 7 tons	311.70	86.80	142.00	540.50
(v) 7 tons and over but under 8 tons	313.30	86.80	142.00	542.10
(vi) 8 tons and over but under 9 tons	313.30	86.80	142.00	542.10
(vii) 9 tons and over but under 10 tons	314.30	86.80	142.00	543.10
(viii) 10 tons and over but under 11 tons	315.50	86.80	142.00	544.30
(ix) 11 tons and over but under 12 tons	316.40	86.80	142.00	545.20
(x) 12 tons and over but under 13 tons	317.10	86.80	142.00	545.90
Driver of articulated Vehicle more than 11 tons and up to 12 tons	320.60	86.80	142.00	549.40
Unlicensed Dump Truck Operator	317.20	86.80	142.00	546.00
Fork Lift Driver -				
(i) Under 10000 lbs capacity	310.90	86.80	142.00	539.70
(ii) Over 10000 lbs capacity	333.10	86.80	142.00	561.90
Operators of bulldozers, Front-end loaders, or tractors with or without power operated attachments -				
Up to 35 b.h.p.	288.40	86.80	142.00	517.20
35 b.h.p. up to 70 b.h.p.	298.00	86.80	142.00	526.80
70 b.h.p. up to 130 b.h.p.	302.80	86.80	142.00	531.60
130 b.h.p. up to 250 b.h.p.	309.30	86.80	142.00	538.10
250 b.h.p. up to 400 b.h.p.	316.60	86.80	142.00	545.40
Over 400 b.h.p.	323.90	86.80	142.00	552.70
Grader Driver -				
(i) Up to 100 b.h.p.	319.40	86.80	142.00	548.20
(ii) Over 100 b.h.p.	323.10	86.80	142.00	551.90

	Base Rate \$	Industry Allowance \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
(g) Mess Personnel -				
Head Cook	314.90	86.80	142.00	543.70
Cook	301.80	86.80	142.00	530.60
Cook's Offsider	278.10	86.80	142.00	506.90
Mess Attendant	254.40	86.80	142.00	483.20

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

In addition to the appropriate rate prescribed in part (1) of this Schedule, a leading hand shall be paid the following in excess of the highest 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	19.60
(b) If placed in charge of more than ten and not more than twenty other employees	29.50
(c) If placed in charge of more than twenty other employees	38.30

(3) Industry Allowance

An industry allowance of \$86.80 per week, payable for all purposes of the award, is payable for all employees, in addition to the base rate, as reflected in Part A hereof. Such allowance recognises, and is in payment for, all aspects of work in the nickel industry, including the location and nature of individual operations within it.

PART B

WAGES - KAMBALDA NICKEL OPERATIONS

In lieu of sub clauses (1) and (2) of this clause, surface employees at the Kambalda Nickel Operations shall be paid the following:

(1) Classification	Base Rate \$	Industry Allowance \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
General Hand	290.70	86.80	142.00	519.50
Level One includes the following: MPE 1, Laboratory Assistant 1, Storeperson 1	302.70	86.80	142.00	531.50
Level Two includes the following: MPE 2, Laboratory Assistant 2, Storeperson 2	321.40	86.80	142.00	550.20
Level Three includes the following: Process Operator 2	324.20	86.80	142.00	553.00
Level Four includes the following: MPE 3, Laboratory Assistant 3, Storeperson 3	329.90	86.80	142.00	558.70
Level Five includes the following: Process Operator 3	336.80	86.80	142.00	565.60
Level Six includes the following: MPE 4, Laboratory Assistant 4	346.20	86.80	142.00	575.00
Level Seven includes the following: Diamond Driller	349.10	86.80	142.00	577.90
Level Eight includes the following: Process Operator 4	357.70	86.80	142.00	586.50
Level Nine includes the following: Process Operator 5	364.10	86.80	142.00	592.90
(2) Mechanical Equipment Section				
Driver of Motor Vehicle not exceeding 25 cwt capacity	347.50	86.80	142.00	576.30
Exceeding 25 cwt capacity but not exceeding 3 tons capacity	352.20	86.80	142.00	581.00
Exceeding 3 tons capacity under 6 tons capacity	356.30	86.80	142.00	585.10
6 tons capacity up to 7 tons	357.20	86.80	142.00	586.00
7 tons capacity up to 8 tons	358.90	86.80	142.00	587.70
8 tons capacity up to 13 tons	363.00	86.80	142.00	591.80
Driver of articulated vehicle more than 11 tons up to 12 tons	366.70	86.80	142.00	595.50
Unlicensed Dump Truck Operator	363.20	86.80	142.00	592.00
Fork Lift Driver -				

Classification	Base Rate \$	Industry Allowance \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
(2) Mechanical Equipment Section— <i>continued</i>				
Under 10000 lbs. capacity	356.30	86.80	142.00	585.10
Over 10000 lbs capacity	380.00	86.80	142.00	608.80
Operator of Bulldozers, Front end loaders, Road Sweepers or tractors with or without power operated attachments -				
Up to 35 b.h.p.	332.40	86.80	142.00	561.20
35 b.h.p. up to 70 b.h.p.	342.50	86.80	142.00	571.30
70 b.h.p. up to 140 b.h.p.	347.80	86.80	142.00	576.60
140 b.h.p. up to 250 b.h.p.	354.70	86.80	142.00	583.50
250 b.h.p. up to 400 b.h.p.	362.50	86.80	142.00	591.30
Over 400 b.h.p.	370.30	86.80	142.00	599.10
Grader Driver -				
Up to 100 b.h.p.	365.50	86.80	142.00	594.30
Over 100 b.h.p.	369.40	86.80	142.00	598.20

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.

(3) Industry Allowance

An industry allowance of \$86.80 per week, payable for all purposes of the award, is payable for all employees, in addition to the base rate, as reflected in Part B hereof. Such allowance recognises, and is in payment for, all aspects of work in the nickel industry, including the location and nature of individual operations within it.

NICKEL REFINING AWARD, 1971 NO. 6 OF 1971

27. - WAGES

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

(1) Adult	Base Rate \$	Industry Allowance \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Process Operator Grade 1	330.50	86.80	142.00	559.30
Process Operator Grade 2	339.50	86.80	142.00	568.30
Process Operator Grade 3	357.30	86.80	142.00	586.10
Process Operator Grade 4	370.80	86.80	142.00	599.60
Process Operator Grade 5	386.20	86.80	142.00	615.00
Storeperson	332.60	86.80	142.00	561.40
Multi-skilled Process Operator Grade 1	363.50	86.80	142.00	592.30
Multi-skilled Process Operator Grade 2	372.50	86.80	142.00	601.30
Multi-skilled Process Operator Grade 3	390.30	86.80	142.00	619.10
Multi-skilled Process Operator Grade 4	403.80	86.80	142.00	632.60
Multi-skilled Process Operator Grade 5	419.20	86.80	144.00	650.00

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) Junior Employees (percent rate for Process Operators Grade 1 classification 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

(3) Casual Employees shall be paid fifteen per cent (15%) in addition to the rates prescribed in this clause.

(4) Industry Allowance

An industry allowance of \$86.80 per week, payable for all purposes of the award, is payable for all employees, in addition to the base rate. Such allowance recognises, and is in payment for, all aspects of work in the nickel industry, including the location and nature of individual operations within it.

NICKEL SMELTING (WMC RESOURCES LTD) AWARD 2003 NO. 18 OF 1972

SCHEDULE 1 - WAGES

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

	Base Rate \$	Industry Allowance \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
(1) Process Operator Grade 1	306.80	86.80	142.00	535.60
Process Operator Grade 2	320.50	86.80	142.00	549.30
Process Operator Grade 3	333.10	86.80	142.00	561.90
Process Operator Grade 4	343.40	86.80	142.00	572.20
Process Operator Grade 5	357.90	86.80	142.00	586.70
Process Operator Grade 6	379.20	86.80	142.00	608.00

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) Leading Hands

In addition to the appropriate rate prescribed in subclause (1) of this clause, a Leading Hand shall be paid the following in excess of the highest 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	19.60
(b) If placed in charge of more than 10 and not more than 20 other employees	29.50
(c) If placed in charge of more than 20 other employees	38.30

(3) Industry Allowance

An industry allowance of \$86.80 per week, payable for all purposes of the award, is payable for all employees, in addition to the base rate. Such allowance recognises, and is in payment for, all aspects of work in the nickel industry, including the location and nature of individual operations within it.

NURSES (CHILD CARE CENTRES) AWARD 1984 NO. A 23 OF 1984

11. - WAGES

An employer on whom this award is binding shall not increase the rate of wage payable to an employee on 9th September, 1988, or otherwise vary the conditions 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.

Except as hereinafter provided the minimum rates of wage payable to employees under this award shall be as follows:

	Column A (4%) Operative on and from 21/12/88 Per Week \$	Column B (\$10 p.w.) Operative* 3/4/89 Per Week \$	ASNA	TOTAL
(1) Registered General Nurse				
1st year of experience	381.50	391.50	104.00	495.50
2nd year of experience	390.50	400.50	104.00	504.50
3rd year of experience	403.60	413.60	104.00	517.60
4th year of experience	414.50	424.50	104.00	528.50
Thereafter	427.60	437.60	104.00	541.60
(2) Registered Mothercraft Nurse				
1st year of experience	316.30	326.30	104.00	430.30
2nd year of experience	352.80	362.80	104.00	466.80
3rd year of experience	372.90	382.90	104.00	486.90
4th year of experience	393.20	403.20	104.00	507.20
Thereafter	413.20	423.20	104.00	527.20

* NB This column is operative from the 1st pay period on or after 3/4/89.

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.

NURSES (DENTISTS SURGERIES) AWARD 1977 NO. 44A OF 1976

21. - WAGES

- (1) The minimum rate of wage payable per week shall be as follows:

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
(a) Registered Dental Nurse			
1st Year of experience after registration	346.20	142.00	488.20
2nd Year of experience after registration and thereafter	353.20	142.00	495.20
(b) Registered General Nurse			
1st Year of experience after registration	391.90	142.00	533.90
2nd Year of experience after registration and thereafter	400.90	142.00	542.90

- (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) The employer may require an employee to receive wages by electronic funds transfer into an account held at any major bank, Building Society or Nurses' Credit as nominated by the employee. Any costs associated with the establishment of such an account and of the operation of it shall be borne by the employee.

NURSES (DOCTORS SURGERIES) AWARD 1977 NO. 44 OF 1976

21. - WAGES

- (1) The minimum rate of wage payable per week shall be as follows:

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
(a) Registered Nurse			
1st Year of experience after registration	471.60	142.00	613.60
2nd Year experience after registration	495.20	142.00	637.20
3rd Year experience after registration	518.80	140.00	658.80
(b) Nurse in Charge	565.90	142.00	707.90

- (2) Provided that progression through the increments for a registered general nurse shall be subject to satisfactory performance.

- (3) The employer may require an employee to receive wages by electronic funds transfer into an account held at any major bank, Building Society or Nurses' Credit as nominated by the employee. Any costs associated with the establishment of such an account and of the operation of it shall be borne by the employee.

- (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.

NURSES' (ANF - RFDS WESTERN OPERATIONS) AWARD NO. 18 OF 1982

11. - WAGES

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
(1) Flight Nurse Specialist			
Level 1	694.00	138.00	832.00
Level 2	724.00	138.00	862.00
Level 3	754.00	138.00	892.00
(2) Senior Flight Nurse Specialist			
Level 1	784.00	138.00	922.00
Level 2	814.00	138.00	952.00
Level 3	844.00	138.00	982.00
(3)	Progression within each of the classifications shall be subject to a satisfactory performance appraisal, and the completion of 1982 ordinary hours, provided that for temporary and casual employees a break between contracts of service of more than 3 months shall cancel any previous ordinary hours accrued for the purposes of this subclause.		
(4)	Progression between classifications shall be by promotion.		
(5)	Wages shall be paid fortnightly by way of electronic funds transfer.		
(6)	(a) Notwithstanding subclause (3) of this clause all existing employees as at 10 January 1997 shall enter the above classification structure as follows:		
	(i) employees who have completed 6 years of service with the employer shall enter at Level 2 of the relevant classification and have their performance reviewed 4 months after 2 September 1997 and, if satisfactory, shall progress to Level 3;		
	(ii) employees who have completed more than 2 years but less than 6 years of service with the employer shall enter at Level 2 of the relevant classification and have their performance reviewed 8 months after 2 September 1997 and, if satisfactory, shall progress to Level 3;		
	(iii) employees who have completed 2 or less years of service with the employer shall enter at Level 1 of the relevant classification and have their performance reviewed 12 months after 2 September 1997 and, if satisfactory, shall progress to Level 2.		
	(b) Employees who commenced service with the employer after 10 January 1997, shall enter at Level 1 of the relevant classification and have their performance reviewed 12 months after 2 September 1997 and if satisfactory, shall progress to Level 2.		
(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.

NURSES' (ABORIGINAL MEDICAL SERVICES) AWARD NO. A 23 OF 1987

26. - WAGES

(1) Classification	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Registered Nurse Level 2			
Year 1	663.80	140.00	803.80
Year 2	675.88	138.00	813.88
Year 3	691.58	138.00	829.58
Year 4	724.60	138.00	862.60
Registered Nurse Level 3			
Year 1	742.20	138.00	880.20
Year 2	758.70	138.00	896.70
Year 3	776.30	138.00	914.30
Years 4	794.70	138.00	932.70
Registered Nurse Level 3A	820.50	138.00	958.50
Registered Nurse Level 4			
Year 1	884.25	138.00	1022.25
Year 2	953.00	138.00	1091.00
Year 3	1021.70	138.00	1159.70
(2)	A registered nurse shall, in the case of a nurse working in an urban setting, be classified and paid within the range of a Registered Nurse Level 2 pursuant to subclause (1) of this clause.		
(3)	A registered nurse shall:		
	(a) in the case of a nurse working in other than an urban setting; or		

- (b) in the case of a nurse working in a sole capacity in an urban setting; or
- (c) in the case of a nurse who is supervising one or more nurses classified at Registered Nurse Level 2 in an urban setting;

be classified and paid within the range of Registered Nurse Level 3, pursuant to subclause (1) of this clause.

- (4) A registered nurse shall, in the case of a nurse working in a nursing outpost, be classified and paid as a Registered Nurse Level 3A pursuant to subclause (1) of this clause, except where that nurse is designated by the employer as a "Senior Nurse" and an additional allowance of 4.5% shall be paid.
- (5) A registered Nurse co-ordinator and/or educator shall be classified and paid as a Registered Nurse Level 4 pursuant to subclause (1) of this clause.
- (6) Progression beyond the commencing level will be dependent upon the attainment of additional qualifications relevant to the position held and/or service in such position provided that advancement by service only shall be limited to one level for each year of service to a maximum of two beyond the commencing level and subject to satisfactory performance.
- (7) Employees who have had recent, relevant experience, in community nursing shall have such experience recognised by the employer when determining the rate of wage payable under subclause (1) of this clause. The onus of proof of previous experience shall rest on the employee and any calculation arising from the production of work records or other documentary evidence shall only apply from the time such proof is supplied.
- (8) No current employee covered by this award shall suffer any reduction in wages as a result of the May 1996 amendments to this award.
- (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.

NURSES' (DAY CARE CENTRES) AWARD 1976 NO. R 11 OF 1976

20. - WAGES

An employer on whom this award 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.

	Column A Operative 3/10/88* Per Week \$	Column B Operative 30/12/88* Per Week \$	Column C Operative 30/3/89* Per Week \$	Column D Operative 3/4/89* Per Week \$	ASNA Per Week \$	Operative 04/06/2004 Per Week \$
Registered General Nurse						
1st year	366.80	374.10	381.50	391.50	104.00	495.50
2nd year	385.50	383.00	390.50	400.50	104.00	504.50
Registered Mothercraft Nurse						
1st year	322.50	318.80	325.00	335.00	104.00	439.00
2nd year	329.10	325.50	331.90	341.90	104.00	445.90

All operative dates are from the 1st pay period on or after the nominated date, except for the last 2 columns which are operative on and from 04/06/04.

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.

NURSES' (INDEPENDENT SCHOOLS) AWARD NO. 21B OF 1962

7. - WAGES

- (1) The minimum rate of wages payable to employees covered by this award shall be as follows:

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
1st year	471.60	142.00	613.60
2nd year	495.10	142.00	637.10
3rd year	518.70	140.00	658.70

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
4th year	542.30	142.00	684.30
5th year	565.90	142.00	707.90
6th year	589.50	142.00	731.50
7th year	613.00	142.00	755.00
8th year	636.60	140.00	776.60

- (2) Progression through the abovementioned scale shall be by annual increments.
- (3) Where an employee is appointed to the position of Nurse, previous relevant nursing experience in an independent school or at a similar level, shall be taken into account in determining the appropriate increment level. Experience shall include time spent in relevant post basic courses.
The onus of proof of previous experience shall rest with the employee.
- (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.

NURSES' (PRIVATE HOSPITALS) AWARD NO. 1 OF 1966

29. - WAGES

- (1) The minimum rate of wages per week payable to employees under this award shall be as follows:

- (a) Post Basic Student:

A registered nurse undertaking post basic training in a course leading to registration or a certificate endorsed by the Nurses' Board of Western Australia shall be paid at the rate prescribed in subparagraph (c)(i) of this subclause for the second year of experience or such higher rate commensurate with the pre-requisite experience for entry to a course. Provided that this subclause shall not operate so as to increase the rate of wage being paid to a nurse at the point of entry to such a course.

		Base Rate Per Week \$	Arbitrated Safety Net Adjustment \$	Total Rate \$
(b)	Registered Mothercraft Nurse - Years of Experience:			
	1st Year	396.20	120.00	516.20
	2nd Year	403.70	120.00	523.70
	3rd Year	414.80	120.00	534.80
	4th Year	426.30	120.00	546.30
	5th Year and thereafter	437.40	122.00	559.40
(c)	Registered General Nurse:			
	Level 1:1	471.60	122.00	593.60
	1:2	495.10	120.00	615.10
	1:3	518.70	120.00	638.70
	1:4	542.30	122.00	664.30
	1:5	565.90	122.00	687.90
	1:6	589.50	122.00	711.50
	1:7	613.00	122.00	735.00
	1:8	636.60	122.00	758.60
	Level 2:1	660.20	120.00	780.20
	2:2	675.90	120.00	795.90
	2:3	691.60	120.00	811.60
	2:4	707.30	120.00	827.30
	Level 3:1	736.80	120.00	856.80
	3:2	754.50	120.00	874.50
	3:3	772.20	120.00	892.20
	3:4	789.90	120.00	909.90
	Level 4:1	834.60	120.00	954.60
	4:2	859.30	120.00	979.30
	4:3	908.30	120.00	1028.30
	4:4	933.10	120.00	1053.10
	4:5	957.60	120.00	1077.60
	4:6	994.40	120.00	1114.40
	Level 5:1	994.40	120.00	1114.40
	5:2	1059.70	120.00	1179.70

- (2) Classification in levels:
- Level 1 A registered nurse in the first or subsequent years of experience as a registered nurse and not elsewhere classified.
- Level 2. A registered nurse appointed as a clinical nurse, an area manager, a research nurse, a staff development nurse, or clinical instructor.
A registered nurse functioning in a combined role and classified at Level 2.
- Level 3. A registered nurse appointed as a clinical nurse specialist, a nurse manager, a nursing researcher, a staff development educator, or a nurse educator.
A registered nurse functioning in a combined role classified at Level 3.
- Level 4 A registered nurse appointed as a co-ordinator clinical nursing, a co-ordinator nursing management, a co-ordinator nursing research, or a co-ordinator nursing staff development/education.
A registered nurse appointed to co-ordinate combined roles at Level 4.
Director of Nursing - Level 4.
- Level 5 Director of Nursing - Level 5.
- (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) A Director of Nursing in a Nursing Home shall be paid on the following basis:
- (a)
- | | |
|---------------------------|--|
| Less than 20 beds | Level 4, increment 1 |
| 20 beds and up to 39 beds | Level 4, increment 1 to increment 2 |
| 40 beds and up to 59 beds | Level 4, increment 3 to increment 4 |
| 60 beds and up to 99 beds | Level 4, increment 4 to increment 6 |
| 100 beds or more | Level 4, increment 6 to Level 5, increment 2 |
- (b) In addition to the above, in deciding the increment to be paid within the appropriate range as provided by subclause (a) above, the following factors shall be considered:
- (i) The range of Occupational Therapy, Physiotherapy, Podiatry and/or other such services provided, if any;
- (ii) The provision of such services as psychogeriatric units, respite care, day centres and/or hostels, if any;
- (iii) The extent of involvement of the Directors of Nursing in purchasing, budget preparation and/or administrative duties;
- (iv) The extent of responsibility taken by the Director of Nursing for the kitchen, laundry, cleaning, gardening, maintenance and/or other like functions;
- (v) The extent of responsibility of the Director of Nursing for Staff Development and Education.
- (5) (a) (i) A nurse classified at Level 1 who completes a Bachelor of Applied Science in Nursing, or equivalent Nursing Degree shall be given accelerated progression of 12 months through the incremental scale.
Provided that a degree qualified nurse entering the workforce without clinical experience shall start at increment 1 Level 1. At the completion of 12 months' service that nurse shall accelerate one increment provided that performance is satisfactory.
- (ii) The provisions of subparagraph (i) shall not apply to a nurse on the maximum incremental point in Level 1.
- (b) Progression for all classifications for which there is more than one wage point, shall be by annual increments, subject to a satisfactory performance appraisal.
- (6) Promotion and reclassification mechanisms shall be as agreed between the employer and the Federation.
- (7) Where an employee is appointed to a position, previous relevant nursing experience at that level, or in a similar level under a differing career structure, shall be taken into account for determining the appropriate increment level.
Experience shall include the time spent in hospital based post basic courses and includes midwifery and psychiatric training.
- (8) The onus of proof of previous experience shall rest with the employee.
Provided that an employee returning to the profession after an absence greater than five years shall commence at the first increment of Level 1 for a period of 3 months. During this time the employee shall be subject to performance appraisal and review by the Director of Nursing or by peer assessment if there is dispute. Upon satisfactory review she/he shall move to a level and increment as determined by the assessment. An employee who fails to satisfy the panel of her/his competency to progress through the Level 1 increments or into another level as the case may be, may apply for reassessment by a peer assessment panel after a period of 12 months from the date of employment.

SCHEDULE A

Notwithstanding the general provisions of Clause 29. - Wages of this award, but subject to subclauses (3) and (4) thereof regarding the offset of an arbitrated safety net adjustment, the following annual salaries shall apply in lieu thereof to the positions described herein:

	Base Rate Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Annum \$
Directors of Nursing - Level 5 Grade 1	46125	6259	52384
Esperance Community Nursing Home Grade 2 Dean Lodge McDougall Park Nursing Home Rockingham Nursing Home	49200	6259	55459

OPTICAL MECHANICS AWARD, 1971 NO. 9 OF 1970

24. - 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 \$
Adults (total wage per week)			
(a) Optical Mechanic	397.60	142.00	539.60
(b) Optical Employee:			
First 3 months of experience	316.30	142.00	458.30
Thereafter	342.40	142.00	484.40

- (2) Apprentices (wage per week expressed as a percentage of the tradesperson's rate)

(a) Five-year term -	%
First year	40
Second year	48
Third year	55
Fourth year	75
Fifth year	88
(b) Four-year term -	
First year	42
Second year	55
Third year	75
Fourth year	88

- (3) Junior Employees: Junior employees shall receive the prescribed percentage of the Optical Worker first three months of experience rate per week.

	%
Under 16 years of age	50
17 years of age	60
18 years of age	75
19 years of age	90
20 years of age	100

- (4) Leading Hands: In addition to the appropriate rate prescribed in subclause (1) of 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	21.50
(b) If placed in charge of more than 10 and not more than 20 other employees	32.30
(c) If placed in charge of more than 20 other employees	42.50

- (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.

OUTSTATION PILOT CREWS - HARBOUR AND LIGHT DEPARTMENT AWARD 1981NO. A 4 OF 1981

5. - RATES OF PAY

(1) The following shall be the minimum weekly rates of pay for employees covered by this Award -

	\$	ASNA	TOTAL
Launch Master	462.10	106.00	568.10
Deckhand	421.55	106.00	527.55

(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.

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.

PAINT AND VARNISH MAKERS' AWARD NO. 22 OF 1957

22. - RATES OF PAY

(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 \$
Adult Employees			
Bulk Paint Tinting -			
First three months training and experience	396.90	142.00	538.90
After three months training and experience	404.90	142.00	546.90
Varnish Making -			
First three months training and experience	396.90	142.00	538.90
After three months training and experience	404.90	142.00	546.90
Paint Mixing and/or Operator of Wet Grinding Machine of any Kind -			
First three months training and experience	381.80	142.00	523.80
After three months training and experience	389.90	142.00	531.90
Caustic Plant -			
First three months training and experience	381.80	142.00	523.80
After three months training and experience	389.90	142.00	531.90
All others -			
First three months training and experience	371.20	142.00	513.20
After three months training and experience	379.30	142.00	521.30

(2) Junior Employees

Junior employees shall receive the following percentage of the adult minimum rate shown in subclause (1) hereof for the class of work on which they are engaged.

	%
Under 16 years of age	50
At 16 years of age	60
At 17 years of age	70
At 18 years of age	80
At 19 years of age	90
At 20 years of age	Adult Rates

(3) In addition to the wage rates shown in subclause (1) hereof, an employee shall be paid, in lieu of all other disability allowances, an industry allowance of \$16.50 per week and this allowance shall be for all purposes of the 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.

PARLIAMENTARY EMPLOYEES AWARD 1989
NO. A 15 OF 1987, A 4 OF 1988, A 7 OF 1988, AND A 7 OF 1989

24. - PARLIAMENTARY OFFICERS - SALARIES

- (1) For the time being, the provisions of Public Service Salaries Agreement, 1985, No. PSA AG 5 of 1985 shall be applied by the employer to Parliamentary Officers covered by this award, including any variations thereto, at the same date and to the same extent until it is replaced.
- (2) The employer shall allocate to Parliamentary Officers one or more of the salary levels prescribed in Agreement No. PSA AG 5 of 1985 or its replacement.
- (3) The annual salaries applicable to Officers covered by this award shall be as follows:

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
Level 1			
Under 17 years	10445	3804	14249
17 years	12207	4446	16653
18 years	14238	5187	19425
19 years	16481	6004	22485
20 years	18507	6744	25251
1.1	20331	7407	27738
1.2	20983	7407	28390
1.3	21634	7407	29041
1.4	22281	7512	29793
1.5	22932	7512	30444
1.6	23583	7512	31095
1.7	24332	7408	31740
1.8	24850	7408	32258
1.9	25616	7408	33024
Level 2			
2.1	26533	7408	33941
2.2	27236	7408	34644
2.3	27975	7408	35383
2.4	28756	7408	36164
2.5	29573	7408	36981
Level 3			
3.1	30696	7408	38104
3.2	31571	7408	38979
3.3	32473	7408	39881
3.4	33399	7303	40702
Level 4			
4.1	34669	7303	41972
4.2	35664	7199	42863
4.3	36688	7199	43887
Level 5			
5.1	38660	7199	45859
5.2	39993	7199	47192
5.3	41378	7199	48577
5.4	42815	7199	50014
Level 6			
6.1	45126	7199	52325
6.2	46697	7199	53896
6.3	48323	7199	55522
6.4	50059	7199	57258
Level 7			
7.1	52721	7199	59920
7.2	54563	7199	61762
7.3	56567	7199	63766
Level 8			
8.1	59824	7199	67023
8.2	62157	7199	69356
8.3	65050	7199	72249
Level 9			
9.1	68663	7199	75862
9.2	71104	7199	78303
9.3	73888	7199	81087

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
Class 1	78098	7199	85297
Class 2	82308	7199	89507
Class 3	86516	7199	93715
Class 4	90726	7199	97925

(4) It is the term of this award or agreement that the Association undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 704 of 1991 not to pursue any extra claims, award or overaward except when consistent with the State Wage Principles.

(5) Salary increases resulting from State Wage Case Decisions are calculated for those Parliamentary Officers under the age of 21 years employed at Level 1 by dividing the current junior annual salary by the current Level 1.1 annual salary and multiplying the result by the new Level 1.1 annual salary which includes the State Wage Case increase. The following formula is to be applied:

$$\frac{\text{Current junior rate}}{\text{Current Level 1.1 rate}} \times \text{New Level 1.1 rate} = \text{New junior rate}$$

Edit Note: P33/02 inserted the ASNA from 654/00, 2003 increase is based on P33/02 order.

24A. - 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.

25. - PARLIAMENTARY SUPPORT SERVICES EMPLOYEE WAGES

(1) The weekly wage applicable to Parliamentary Support Services Employees covered by this award shall be as follows:

(a) Classification	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
Kitchen Hands and Gardeners			
1st year of service	372.08	142.00	514.08
2nd year of service	376.68	142.00	518.68
3rd year of service	380.58	142.00	522.58
Steward/Cleaner			
1st year of service	391.45	142.00	533.45
2nd year of service	395.96	142.00	537.96
3rd year of service	399.65	142.00	541.65
Steward/Cleaner and Relieving Bar Attendant			
1st year of service	401.69	142.00	543.69
2nd year of service	406.41	142.00	548.41
3rd year of service	410.82	142.00	552.82
Cook (Cakes and Second)			
1st year of service	414.51	142.00	556.51
2nd year of service	419.32	144.00	563.32
3rd year of service	423.53	144.00	567.53
Assistant Chief Steward			
1st year of service	425.17	144.00	569.17
2nd year of service	431.53	144.00	575.53
3rd year of service	437.27	144.00	581.27
Horticulturist (Certificate)			
1st year of service	433.27	144.00	577.27
2nd year of service	438.60	144.00	582.60
3rd year of service	442.95	144.00	586.95
Tradesperson Cook			
1st year of service	454.79	144.00	598.79
2nd year of service	459.10	144.00	603.10
3rd year of service	462.89	142.00	604.89
Chef, Chief Steward and Bar Attendant			
1st year of service	491.90	142.00	633.90
2nd year of service	498.15	142.00	640.15
3rd year of service	504.61	142.00	646.61

(a)	Classification— <i>continued</i>	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
	Foreperson of Horticulture			
	1st year of service	478.27	142.00	620.27
	2nd year of service	483.19	142.00	625.19
	3rd year of service	487.39	142.00	629.39
(2)	Apprentices: 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		
	For the purpose of this clause "Tradesperson's Rate" means the rate of pay for a tradesperson under this award.			
(3)	The following allowances shall be paid to Parliamentary Support Services Employees indexed according to State Wage decisions and shall be:-			
(a)	Chef			
	1st year	\$100.25	per fortnight	
	2nd year	\$200.60	per fortnight	
(b)	Tradesperson Cook (Sous Chef)			
	1st year	\$ 65.20	per fortnight	
	2nd year	\$100.25	per fortnight	
(c)	Stewards to Speaker and President	\$ 50.00	per fortnight	
(4)	An allowance of \$29.10 per fortnight shall be paid to all Parliamentary Support Services Employees employed in the kitchen, dining room and bar areas.			

PARTICLE BOARD EMPLOYEES' AWARD, 1964 NO. 22 OF 1964

5. - 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 Application No. 704 of 1991 not to pursue any extra claims, award or over award except when consistent with the State Wage Principles.

(1) The minimum rates of wage payable to employees covered by this Award shall be:

	Rate of Wage \$	Supplementary Payment \$	ASNA	Award Rate \$
Grade 1	326.80	15.90	104.00	446.70
Trainee Operator				
Yard Hand				
Packaging				
Machine Assistant				
Factory Hand				
Grade 2	337.70	15.90	104.00	457.60
Flaker/Knife Room Operator				
Overlay Operator				
Log Deck/Chipping Operator				

	Rate of Wage \$	Supplementary Payment \$	ASNA	Award Rate \$
Glue Mixer				
Paper Impregnation Operator				
Log Tower Operator				
Gatekeeper				
Grade 3	346.20	15.90	104.00	466.10
Residue & Waste Operator				
Flooring & Grading Operator				
Log Deck Loader				
Knife Setter & Grinder & Changing Knives				
Grade 4	362.70	15.90	104.00	482.60
Laboratory Assistant				
Finishing Line				
Logyard Loader				
Panel Saw Operator				
Sanding & Grading Operator				
Grade 5	378.70	15.90	104.00	498.60
Drier Operator				
Despatch				
Forming Machine Operator				
Relief Operator				
Press Operator				
Resin Plant Operator				
Grade 6	396.30	15.90	104.00	516.20
Senior Melamine Operator				
Senior Finishing Operator				
Senior Shift Operator				

(2) Junior Employee: (percentage of sum of Grade 1 rate of wage \$326.80 and supplementary payments prescribed):

	%	BASE RATE \$	SUPPLEMENTARY PAYMENT \$	ASNA	AWARD RATE \$
Between 15 and 16 years of age	35	114.38	5.57	36.40	156.35
Between 16 and 17 years of age	45	147.06	7.16	46.80	201.02
Between 17 and 18 years of age	55	179.74	8.75	57.20	245.69
Between 18 and 19 years of age	70	228.76	11.13	72.80	312.69
Between 19 and 20 years of age	80	261.44	12.72	83.20	357.36
Between 20 and 21 years of age	95	310.46	15.10	98.80	424.36

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:

- (a) A leading hand, if placed in charge of three to ten employees shall be paid \$14.90 per week in addition to the appropriate wage prescribed.
- (b) A leading hand, if placed in charge of eleven to twenty employees shall be paid \$22.40 per week in addition to the appropriate wage prescribed.

(4) Supplementary Payments:

- (a) As shown in the rates payable under the provisions of this clause -
 - (i) an employee, other than a junior employee, shall be paid a supplementary payment of \$15.90 per week; and
 - (ii) a junior employee shall be paid per week a percentage of the \$15.90 being the percentage which appears against his/her age in subclause (2) of this clause.
- (b) (i) The supplementary payments as prescribed in paragraph (a) hereof are in substitution for any overaward payment as defined hereunder. Any such over award payment applicable at the time of the introduction of supplementary payments into the Award shall be reduced by the amount of the supplementary payment prescribed for the classification concerned.
- (ii) "Over award payment" is defined as the amount (whether it be termed "over award payment", "attendance bonus", "service increment", or any term whatsoever) which an employee would receive in excess of the "base rate" 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.
- (iii) Subject to subclause (5) of this clause, the Award rate prescribed in subclauses (1) and (2) of this clause and which includes the supplementary payment also prescribed within this clause shall be paid for all purposes of the Award.
- (c) The supplementary payments prescribed by this clause shall not be payable to employees during their first month of employment with the employer.
- (5) Calculation of Wage Rates - State Wage Case Decisions:
- In circumstances where award wages are to be increased as a result of State Wage Case Decisions, the amount of the increase shall be calculated and applied to the wages clause as follows:
- (a) Where the State Wage Case Decision provides that Award wages be increased by a flat amount, that amount shall be applied to the award Base Rate only.
- (b) Where the State Wage Case Decision provides that Award wages be increased by a percentage amount, that amount shall be applied to the award Base Rate and the Supplementary Payment.
- Such a percentage increase shall also apply to the leading hand allowances, the special payment and the disability allowances.
- (c) In the instances outlined in paragraphs (a) and (b) hereof the new award rate shall be calculated by adding the award Base Rate and the Supplementary Payment.
- (d) Where the State Wage Case Decision provides for a plateau formula (that is, a combination of a percentage increase and a flat money amount), the plateau level shall be determined by reference to the award Base Rates, and the Award rate and the Supplementary Payment shall be calculated by subtracting the award Base Rate from the Award rate.

PARTICLE BOARD INDUSTRY AWARD NO. R 10 OF 1978

SCHEDULE I - RATES OF PAY

PARTICLE BOARD INDUSTRY AWARD (S.W.L.D.) NO. 10 OF 1978

The minimum rates of wage payable to employees covered by this award shall be as follows:

(1)	(a) GRADE	BASE RATE PER WEEK \$	ASNA \$	TOTAL
	Grade 1 Trainee Operator, Packing Cleaner, Factory/Yard Hand.	346.45	118.00	464.45
	Grade 2 Flaker/Knife Room Operator, Overlay Operator, Log Deck Operator, Glue Mixer Melamine Forklift	354.35	118.00	472.35
	Grade 3 Flooring and Grading Operator, Storeperson, Log Deck Loader, Paper Impregnation Operator, Log Tower Operator, Packaging Forklift	366.85	118.00	484.85
	Grade 4 Laboratory Assistant, Despatch Forklift, Logyard Loader, Panel Saw Operator, Sanding and Grading Operator.	380.70	118.00	498.70
	Grade 5 Drier Operator, Despatcher, Forming Machine Operator, Relief Operator, Press Operator, Resin Plant Operator.	392.65	118.00	510.65
	Grade 6 Senior Melamine Operator, Senior Finishing Operator, Senior Shift Operator, Quality Control Officer.	438.00	118.00	556.00
(2)	Driver of Motor Vehicles			
	(a) Not exceeding 25 cwt capacity	355.10	118.00	473.10
	(b) Exceeding 25 cwt but under 3 tons	358.20	118.00	476.20
	(c) Exceeding 3 tons but under 6 tons	362.25	118.00	480.25
	(d) Exceeding 6 tons but under 7 tons	362.95	118.00	480.95
	(e) Exceeding 7 tons but under 8 tons	365.05	118.00	483.05
	(f) Exceeding 8 tons but under 9 tons	365.35	118.00	483.35
	(g) Exceeding 9 tons but under 10 tons	366.00	118.00	484.00
	(h) Exceeding 10 tons but under 11 tons	366.65	118.00	484.65
	(i) Exceeding 11 tons but under 12 tons	367.80	118.00	485.80
	(j) Exceeding 12 tons but under 13 tons	368.75	118.00	486.75
	(k) Exceeding 13 tons but under 14 tons	369.70	118.00	487.70
	(l) Exceeding 14 tons but under 15 tons	360.65	118.00	478.65
	(m) Exceeding 15 tons but under 16 tons	371.40	118.00	489.40
	(n) Exceeding 16 tons but under 17 tons	371.70	118.00	489.70

	BASE RATE PER WEEK \$	ASNA \$	TOTAL
(2) Driver of Motor Vehicles— <i>continued</i>			
(o) Exceeding 17 tons but under 18 tons	372.45	118.00	490.45
(p) Exceeding 18 tons but under 19 tons	373.40	118.00	491.40
(q) Exceeding 19 tons but under 20 tons	374.20	118.00	492.20
(r) Exceeding 20 tons but under 21 tons	375.25	118.00	493.25
(s) Exceeding 21 tons but under 22 tons	376.20	118.00	494.20
(t) Exceeding 22 tons but under 23 tons	376.70	118.00	494.70
(u) Exceeding 23 tons and over.....	377.10	118.00	495.10
(v) Driver of a Motor Vehicle (not being a tractor) drawing a trailer:			
(aa) For a loader single-axle trailer \$1.60 per day extra			
(bb) For an empty single-axle trailer \$1.95 per day extra			
(cc) For any other empty trailer \$1.10 per day extra.			
(w) An employee who in the course of his/her employment drives le with self-loading equipment which requires the possession of a certificate of competency paid an extra \$10.40 per week.			
(3) :	BASE RATE PER WEEK \$	ASNA \$	TOTAL \$
Driver of Articulated Vehicles			
(a) Not exceeding 9 tons capacity	370.10	118.00	488.10
(b) 9 tons and over but under 10 tons	371.30	118.00	489.30
(c) 10 tons and over but under 11 tons	371.60	118.00	489.60
(d) 11 tons and over but under 12 tons	372.20	118.00	490.20
(e) 12 tons and over but under 13 tons	372.55	118.00	490.55
(f) 13 tons and over but under 14 tons	373.60	118.00	491.60
(g) 14 tons and over but under 15 tons	375.00	118.00	493.00
(h) 15 tons and over but under 16 tons	375.40	118.00	493.40
(i) 16 tons and over but under 17 tons	376.30	118.00	494.30
(j) 17 tons and over but under 18 tons	377.00	118.00	495.00
(k) 18 tons and over but under 19 tons	378.20	118.00	496.20
(l) 19 tons and over but under 20 tons	379.00	118.00	497.00
(m) 20 tons and over but under 21 tons	379.50	118.00	497.50
(n) 21 tons and over but under 22 tons	380.30	118.00	498.30
(o) 22 tons and over but under 23 tons	381.40	118.00	499.40
(p) 23 tons and over but under 24 tons	382.30	118.00	500.30
(q) 24 tons and over but under 25 tons	382.90	118.00	500.90
(r) 25 tons and over but under 26 tons	383.30	118.00	501.30
(s) 26 tons and over but under 27 tons	384.15	118.00	502.15
(t) 27 tons and over but under 28 tons	385.25	118.00	503.25
(u) 28 tons and over but under 29 tons	385.85	118.00	503.85
(v) 29 tons and over but under 30 tons	386.60	118.00	504.60
(w) 30 tons and over but under 31 tons	387.45	118.00	505.45
(x) 31 tons and over but under 32 tons	388.50	118.00	506.50
(y) 32 tons and over but under 33 tons	389.55	118.00	507.55
(z) 33 tons and over but under 34 tons	389.85	118.00	507.85
(aa) 34 tons and over but under 35 tons	390.60	118.00	508.60
(ab) 35 tons and over but under 36 tons	391.65	118.00	509.65
(ac) 36 tons and over but under 37 tons	392.85	118.00	510.85
(ad) 37 tons and over but under 38 tons	393.55	118.00	511.55
(ae) 38 tons and over but under 39 tons	394.20	118.00	512.20
(af) 39 tons and over but under 40 tons	395.50	118.00	513.50
(ag) 40 tons and over but under 41 tons	396.40	118.00	514.40
(ah) 41 tons and over but under 42 tons	397.05	118.00	515.05
(ai) 42 tons and over but under 43 tons	398.10	118.00	516.10
(aj) 43 tons and over but under 44 tons	399.20	118.00	517.20
(ak) 44 tons and over but under 45 tons	399.90	118.00	517.90
(al) 45 tons and over but under 46 tons	400.70	118.00	518.70
(am) 46 tons and over but under 47 tons	401.70	118.00	519.70
(an) 47 tons and over but under 48 tons	402.75	118.00	520.75
(ao) 48 tons and over but under 49 tons	403.60	118.00	521.60
(ap) 49 tons and over but under 50 tons	404.30	118.00	522.30
(aq) 50 tons and over but under 51 tons	405.40	118.00	523.40
(ar) 51 tons and over but under 52 tons	406.35	118.00	524.35
(as) 52 tons and over but under 53 tons	407.20	118.00	525.20
(at) 53 tons and over but under 54 tons	408.05	118.00	526.05
(au) 54 tons and over but under 55 tons	409.05	118.00	527.05
(av) 55 tons and over.....	409.95	118.00	527.95

	BASE RATE PER WEEK \$	ASNA \$	TOTAL
(4) Driver of Double Articulated Vehicle or Road Train:			
(a) Not exceeding 31 tons capacity	392.50	118.00	510.50
(b) 31 tons and over but under 32 tons	392.95	118.00	510.95
(c) 32 tons and over but under 33 tons	393.65	118.00	511.65
(d) 33 tons and over but under 34 tons	394.30	118.00	512.30
(e) 34 tons and over but under 35 tons	395.25	118.00	513.25
(f) 35 tons and over but under 36 tons	395.70	118.00	513.70
(g) 36 tons and over but under 37 tons	396.60	118.00	514.60
(h) 37 tons and over but under 38 tons	397.25	118.00	515.25
(i) 38 tons and over but under 39 tons	397.80	118.00	515.80
(j) 39 tons and over but under 40 tons	399.30	118.00	517.30
(k) 40 tons and over but under 41 tons	400.10	118.00	518.10
(l) 41 tons and over but under 42 tons	400.70	118.00	518.70
(m) 42 tons and over but under 43 tons	401.70	118.00	519.70
(n) 43 tons and over but under 44 tons	402.50	118.00	520.50
(o) 44 tons and over but under 45 tons	403.10	118.00	521.10
(p) 45 tons and over but under 46 tons	403.90	118.00	521.90
(q) 46 tons and over but under 47 tons	405.10	118.00	523.10
(r) 47 tons and over but under 48 tons	405.40	118.00	523.40
(s) 48 tons and over but under 49 tons	406.25	118.00	524.25
(t) 49 tons and over but under 50 tons	407.20	118.00	525.20
(u) 50 tons and over but under 51 tons	407.90	118.00	525.90
(v) 51 tons and over but under 52 tons	408.45	118.00	526.45
(w) 52 tons and over but under 53 tons	409.40	118.00	527.40
(x) 53 tons and over but under 54 tons	410.25	118.00	528.25
(y) 54 tons and over but under 55 tons	410.95	118.00	528.95
(z) 55 tons and over.....	411.85	118.00	529.85
(5) Tow Motor Operator.....	349.75	118.00	467.75
(6) Driver of Logging Tractor.....	355.00	118.00	473.00
(7) Crane or Fork Lift Assistant.....	330.95	118.00	448.95

(8) JUNIOR EMPLOYEES:

In addition to such amounts as may be prescribed by subclause (2) of Clause 7. - Junior Employees, junior employees shall receive the following percentage of a Particle Board Employee Grade 1 wage rate:

Between 16 and 17 years of age	45%
Between 17 and 18 years of age	55%

(9) LEADING HANDS:

- (a) Any employee placed by the employer in charge of not less than three and not more than ten other employees shall be paid \$17.30 per week extra.
- (b) Any employee placed by the employer in charge of more than ten other employees shall be paid \$26.10 per week extra.

(10) SUPPLEMENTARY PAYMENTS:

- (a) In addition to the Base Rate Per Week prescribed in this schedule, all adult employees shall be paid a supplementary payment of \$39.90 per week for all purposes of this award.
- (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.

(11) CALCULATION OF WAGE RATES - STATE WAGE CASE DECISIONS:

In circumstances where award wages are to be increased as a result of State Wage Case Decisions, unless otherwise specified in such decisions the amount of the increase shall be calculated and applied to this Schedule as follows:

- (a) Where the State Wage Case Decision provides that Award wages be increased by a flat amount, that amount shall be applied to the Base Rate only.
- (b) Where the State Wage Case Decision provides that Award wages be increased by a percentage amount, that amount shall be applied to that Base Rate and Supplementary Payment.
Such a percentage increase shall also apply to the Leading Hand Allowances, the Special Payment and the Disability Allowances.
- (c) In the instances outlined in paragraphs (a) and (b) hereof the new wage rate shall be calculated by adding the Base Rate and the Supplementary Payment.

- (d) Where the State Wage Case Decision provides for a plateau formula (that is, a combination of a percentage increase and a flat money amount), the plateau level shall be determined by reference to the Base Rate and the Award Rate and the Supplementary Payment shall be calculated by subtracting the Base Rate from the Award Rate.

PASTRYCOOKS' AWARD NO. 24 OF 1981

10. - 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 Adjustments) as set out in this clause:

Classification	Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustments \$	Award Rate \$
Adults:				
Single Hand Pastrycook	371.10	34.10	142.00	547.20
Pastrycook	365.20	37.80	142.00	545.00
Cake Decorator	359.40	-	142.00	501.40
Assistant	329.60	-	142.00	471.60

- (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 allowances and any other ancillary payments of a like nature prescribed by the award.

- (2) Junior Workers: Junior workers shall be paid the following percentage of the rate prescribed for an Assistant.

	%
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) Apprentices - (Percentage of 'Pastrycooks' 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
Next year	75
Final year	88
Three Year Term	
First year	55
Second year	75
Third year	88

- (4) (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 \$467.40 per week payable on and from 4th June 2004.

- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.
- (5) Leading Hand: In addition to the rates prescribed by this clause a leading hand shall be paid per week if placed in charge of:
- | | Rate per Week \$ |
|--|------------------|
| (a) Less than four other employees | 13.20 |
| (b) Four or more but not more than ten other employees | 20.90 |
| (c) More than ten but not more than 20 other employees | 32.00 |
| (d) More than 20 other employees | 41.20 |
- (6) Casual Workers: In addition to the rate prescribed by this clause a casual worker shall be paid a loading of 20 per cent. The loading shall not be included in the wage for the purpose of calculating an entitlement to any additional payment provided by Clause 9. - Additional Rates of this Award.

PERFORMERS LIVE AWARD (WA) 1993 NO. A 18 OF 1989

7. - 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.

(1)	Engaged by the Week (age sixteen and over)	PER WEEK	ASNA	TOTAL
(a)	(i) Speciality Artiste:			
	Solo	498.60	142.00	640.60
	Duo (each)	468.50	142.00	610.50
	Trio (each)	453.10	144.00	597.10
	Quartet or an act of more than four artists (each)	437.00	144.00	581.00
	(ii) Variety Artist	468.50	142.00	610.50
	(iii) Vocalist	453.10	144.00	597.10
	(iv) Actor or Actress	416.80	144.00	560.80
	(v) Ballet or Chorus	398.80	142.00	540.80
	(vi) Model	398.80	142.00	540.80

(1)	Engaged by the Week (age sixteen and over)	PER WEEK	ASNA	TOTAL
(b)	Skaters:			
(i)	Solo, Duo or Speciality Artist	416.80	144.00	560.80
(ii)	Employee engaged only in a skating ensemble	398.80	142.00	540.80
(c)	Aquatic Artists:			
(i)	Other than member of an aquatic ensemble	416.80	144.00	560.80
(ii)	Aquatic ensemble - employee engaged therein only	398.80	142.00	540.80
(d)	(i) Supernumeraries engaged by the week shall be paid \$15.55 per hour with a minimum payment for a week of	209.60	142.00	351.60
	(ii) Supernumeraries on tour shall be paid the ballet of chorus rate of pay together with the touring allowance as hereinafter specified.			
(e)	A walking understudy and/or supernumerary understudying one of the other roles in a theatrical production and any other employees speaking not more than 80 words in the production shall be paid as follows:			
	16 years of age and over	\$	\$	\$
	- not on tour - at the rate per week of	398.80	142.00	540.80
	- on tour, plus the touring allowance as hereinafter specified	416.80	144.00	560.80
(f)	A member of the chorus or ballet or skating ensemble or a showperson or model speaking not less than seven lines containing in the aggregate not less than 30 words, or singing and/or dancing solo not less than 24 bars of music, shall be paid an additional sum of one percent of the minimum weekly award rate for an extra per performance.			
(g)	An employee who as part of the employee's duties is required by the employer to act as a stage manager or an assistant stage manager shall be paid in addition to the applicable weekly rate hereinbefore specified twelve percent or six percent respectively of the minimum weekly award rate for an Actor or Actress per week.			
(h)	A member of the ballet or chorus or skating or aquatic ensemble who acts as deputy ballet or chorus or skating or aquatic ensemble director or who, under instruction and supervision of the producer or stage manager and/or employer, supervises the number of acts to be performed by the skating or aquatic ensemble as the case may be, during a performance or rehearsal shall be paid not less than six percent of the minimum weekly award rate for an Actor or Actress per week, in addition to the per week rate.			
(i)	If an employee is required by the employer to act as understudy the employee shall be paid an additional amount per week for each part understudied as follows:			
		\$		
(i)	Star Role	37.55		
(ii)	Leading Role	25.05		
(iii)	Actor/Actress	12.52		
(iv)	Supporting Role	9.37		
(j)	If an employee is required to perform in a role which the employee is acting as understudy the employee shall be paid an additional amount per performance as follows:			
		\$		
(i)	Star Role	62.58		
(ii)	Leading Role	43.80		
(iii)	Actor/Actress	31.28		
(iv)	Supporting Role	18.78		
	Provided that: aggregate of payments to swing performers may not exceed contracted salaries paid to the employees whose part is understudied either on a pro-rata or weekly basis. The additional payments prescribed in this paragraph and in the preceding paragraph shall not apply in the case of ensemble companies.			
(k)	An employee who agrees to pose as a nude or semi-nude shall be paid not less than an additional 2.5 percent of the minimum weekly award rate for an Actor or Actress per performance.			
(l)	An employee who is required to perform work as a driver or as a person in charge whilst on tour shall be paid not less than 7.5 percent of the minimum weekly award rate for an Actor or Actress per week in addition to the per week rate.			
(m)	A performer not taking part in a production for which the performer is required to record a voice over tape shall be paid a once off fee at least equal to fifty percent of the weekly award rate for an Actor or Actress as prescribed in subparagraph (iv) of paragraph (a) of this subclause for each hour or part thereof taken in the process of recording. Such fee shall apply to the use of the recording during the initial run of the production in the theatre in which it is being played or in the case of Theatre-in-Education for its initial tour or schools or other venues. Any change in venue or extension of the run of the production including any tour will require a further once off fee at least equal to the initial fee paid to such performer.			
(n)	If an employee is required by the employer to perform in such a manner which leads to the employee being charged with an offence, the employer shall be responsible for all legal and other costs associated with the employee's appearance in court proceedings and any fines ordered against the employee.			
(o)	The following rates apply to juvenile performers for a maximum of four performances per week:			

- | | | Percentage of the applicable adult weekly rate |
|------|--|--|
| (i) | fourteen years of age and under
Not on tour | 45 percent |
| | On tour to be paid the applicable adult rate | |
| (ii) | Over fourteen years and under sixteen years
Not on tour | 55 percent |
| | On tour to be paid the applicable adult rate | |
- (2) Rehearsals
- Prior to commencement of performances:
- (a) An employee who attends rehearsals only at the direction of an employer for a future production and who is not at that time employed in any current production on a weekly basis by that employer shall, for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production, be paid the appropriate rate laid down in paragraph (a) of subclause (1) of this clause.
- (b) If any employee is engaged for employment and is directed to rehearse in another town or towns or city or cities other than that in which the employee was engaged the employee shall be paid the applicable weekly wage and in addition shall be paid the touring allowance specified in Clause 16. - Travelling of this award.
- (c) Rehearsals shall be regarded as continuous from the day of the first call to the day of the opening performance inclusive.
- (3) Engaged Casually
- (a) Performance
- (i) Casual employees (other than variety artists) who are aged sixteen years or over shall for each performance be paid one-sixth, plus fifteen percent thereof of the appropriate per week adult rate as set out in subclause (1) of this clause. The maximum length of any such performances shall be three hours (exclusive of any making up or taking off), provided that any performance of longer duration shall be paid at the rate specified in paragraph (a) of subclause (2) of Clause 12. - Overtime of this award.
- (ii) An employee aged sixteen years or over engaged as a vocalist, variety artist or as an "act" for each performance shall be paid one-fifth plus fifteen percent thereof of the appropriate per week adult rate as set out in subclause (1) of this clause. The maximum length of any such performances (exclusive of making up or taking off) shall be three hours, provided that any performance of longer duration shall be paid at the rate specified in paragraph (a) of subclause (2) of Clause 12. - Overtime of this award.
- (iii) Casual employees aged fourteen years and under those aged fifteen years shall be paid 45 and 55 percent respectively of the rates set out in subparagraphs (i) and (ii) above.
- (b) Rehearsals
- (i) An employee aged sixteen years or over who is required to rehearse by the employer shall be paid the rate of \$21.57 for one hour (minimum) and over one hour at the rate of \$10.79 per half hour or part thereof, provided however that if the employee desires to leave the rehearsal before the completion of one hour's rehearsal payment shall be at the rate of \$10.79 per half hour or part thereof for the time actually worked.
- (ii) Any rehearsals required of employees aged fourteen years and under or those aged fifteen years shall be paid for at 45 and 55 percent respectively of the above rates.
- (c) Casual supernumeraries shall be paid at \$16.14 per hour with a minimum call for performances of three hours and for rehearsals of two hours.
- (4) If an engagement which has been made is cancelled by the employer at a time which is less than ten days prior to the date of the performance/rehearsal for which the employee was engaged, the employee shall receive payment in full. If an open air performance/rehearsal is postponed because of rain the employee shall receive half the fee if such employee is re-engaged for a subsequent presentation not later than three weeks after the date of the postponement otherwise the employee shall receive full payment. Where an open air performance/rehearsal is abandoned because of rain the employee shall be paid in full.
- (5) Except in the case of supernumeraries all such engagements shall be made in writing and such document shall specify the date and place of the performance and the fee to be paid to the employee and shall be signed by the employer.
- (6) Provision of Meals
- (a) If an employee is required by an employer to appear in any place where meals and/or light refreshments are served to the public the employer shall provide at the employer's expense, a meal for that employee if the total spread of employee's work is over a period of more than four hours from beginning to end.
- Such meal shall be of the type and quality supplied to the public at the employer's establishment. Should the employer fail to provide the employee with such meal the employer shall pay the employee a sum equivalent to three percent of the minimum weekly award rate for an Actor or Actress in lieu thereof.
- (8) When an employee takes part in addition to the ordinary evening performance, in an intermediate performance commencing at between 5.00pm and 6.15pm, the employer shall provide a satisfactory meal to such employee or pay to such employee a meal allowance equivalent to three percent of the minimum weekly award rate for an Actor or Actress for his/her evening meal, and shall also provide tea and coffee or the ingredients and facilities to make and serve same.

**PERMANENT BUILDING SOCIETIES (ADMINISTRATIVE AND CLERICAL OFFICERS) AWARD, 1975
NO. 26 OF 1975**

10. - RATES OF PAY

The minimum rates of pay for employees covered by this Award shall be as follows -

(1)	(a)	Automatic Range - Clerical/Administrative Officers:			
			Per Annum	ASNA	TOTAL
			\$	\$	
		At 16 years of age	10303	2412	12715
		At 17 years of age	11369	2661	14030
		At 18 years of age	12964	3035	15999
		At 19 years of age	15561	3643	19204
		At 20 years of age	17188	4024	21212
		At 21 years of age or 1st year of adult service	18825	5425	24250
		At 22 years of age or 2 nd year of adult service	19238	5425	24663
		At 23 years of age or 3 rd year of adult service	19749	5425	25174
		At 24 years of age or 4 th year of adult service	20054	5425	25479
		At 25 years of age or 5 th year of adult service	20564	5425	25989
	(b)	Classified Clerical/Administrative Officers:			
		Grade 1 - Year 1	21074	5425	26499
		Year 2	21490	5425	26915
		Year 3	21990	5425	27415
		Grade 2 - Year 1	22191	5425	27616
		Year 2	22698	5425	28123
		Year 3	23204	5425	28629
		Year 4	23715	5530	29245
		Grade 3 - Year 1	24225	5530	29755
		Year 2	24736	5530	30266
		Year 3	25249	5530	30779
		Year 4	25758	5530	31288
	(c)	Transition:			
		Where an employee was employed by a respondent to this award prior to the beginning of the first pay period commencing on or after the 20th day of September 1988 such employee shall retain the right to progress by automatic increments in accordance with the following -			
		At 26 years of age or 6 th year of adult service	21074	5425	26499
		At 27 years of age or 7 th year of adult service	21490	5425	26915
		At 28 years of age or 8 th year of adult service	21990	5425	27415

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) An unclassified officer employed as a typist or stenographer and who performs such work of typing or stenography as the case may be for the major and substantial part of his/her working time shall be paid an allowance at the rate of not less than \$200.00 per annum in the case of a typist and \$334.00 per annum in the case of a stenographer in addition to the appropriate rate prescribed above provided that in the case of a typist the officer has satisfied the Society that he/she can attain a speed of 50 words per minute typing and in the case of a stenographer a speed of 50 words per minute typing and 80 words per minute shorthand.

34. - HOME BUILDING SOCIETY - CLASSIFICATION STRUCTURE AND RATES OF PAY

- (1) This clause replaces Clause 10. - Rates of Pay of the Award insofar as it applies to clerical employees employed by Home Building Society.
- (2) The following shall be the minimum rates of pay for employees covered by this award employed by Home Building Society:

SCHEDULE A – SALARIES AND SALARY RANGES

(a)	Adult Employees				
		(Base Rate)	Arbitrated	Total Rate	
		\$ per annum	Safety	\$ per annum	
			Net Adjustment		
			\$ per annum		
(i)	Grade 1 General	18825-19238	7405	26230 -	26643
(ii)	Grade 2 Advanced General Clerk	19749-20564	7405	27154 -	27969

	(Base Rate) \$ per annum	Arbitrated Safety Net Adjustment \$ per annum	Total Rate \$ per annum
(iii) Grade 3 Senior Clerk	21074-21990	7405	28479 - 29395
(iv) Grade 4 Specialists	22191-24088	7510 7406	29701 - 31494
(v) Grade 5 Supervisor/Senior Specialist	24225-25758	7406	31631 - 33164

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

Employees less than 21 years of age shall receive the appropriate percentage of the minimum wage of the grade for their minimum wage of the grade for their position:

17 year old	60.39% of relevant Grade
18 year old	68.86% of relevant Grade
19 year old	82.65% of relevant Grade
20 year old	91.30% of relevant Grade

On turning 21 years of age employees shall receive the full minimum range of the grade for the position.

(3) 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 1 October 1991.

(4) Wage increases shall occur according to the following:

- (a) Employees who are under 21 years of age shall receive increases according to their age.
- (b) Adult employees shall receive performance increments within their classified grade.

The finalisation of the process by which this will occur is to be determined.

A formal appraisal system will be used that shall measure performance and determine the magnitude of any increase. Employees with less than satisfactory performance will not receive increases. The system will include provisions on counselling and training to be used in such cases.

- (c) Employees promoted from one grade to the next grade shall commence on the minimum rate of pay prescribed for the higher grade.

(5) An employee solely engaged for five days or more on duties classified at a higher grade than his/her ordinary grade shall be paid the base rate of the higher grade whilst so engaged.

(6) Transitional arrangements:

To enable an orderly transition the following arrangements shall apply:

- (a) An employee shall be transferred to the new classification structure as of the first pay period commencing on or after 1 October 1991.
- (b) Employees in receipt of a wage less than the minimum rate of pay for that grade shall receive the minimum rate of pay for that grade.
- (c) Employees in receipt of a rate of pay higher than the maximum rate of pay for that grade shall be "red circled" until the rate of pay they receive is equal to the maximum rate of pay for that grade.
- (d) Employees who are paid a rate of pay within the rate for the grade of the position occupied shall continue to receive that rate of pay.
- (e) All employees "red circled" in accordance with paragraph (c) of this subclause shall not receive any increase or any State Wage Case increases until their current rate of pay falls within the range for the grade of the position occupied.

(7) New employees commencing with the Society shall receive the minimum rate of pay for the grade of the position offered. Movement within the range shall occur in accordance with subclause (4).

(8) Prior to 1 March 1992, the parties agree to consult and to address any problems arising from the operation of the new structure and criteria.

(9) Award grading structure:

GRADE 1 - GENERAL CLERKS

A General Clerk is an employee who undertakes a range of tasks which require the basic general clerical skills.

A Grade 1 Clerk would be expected to have no or limited responsibility and discretion over the content of work performed. Direct supervision is required. No or limited experience is necessary initially as training will be performed 'on the job' or by the Society's training sections.

GRADE 1 - CLERICAL/OFFICE SKILLS INCLUDE:

COMMUNICATION SKILLS -

Written - information recording, note taking, correspondence to clients.

Oral - communication with clients by telephone and at counter.

INFORMATION HANDLING SKILLS -

Mailroom, filing, collating, record keeping, documentation procedures.

TECHNICAL SKILLS -

Telex operations, simple calculating, operation of photocopy machines, keyboarding, typewriting (copy typing) basic data entry, general cash handling under supervision.

INTERPERSONAL SKILLS -

Initial client/public contact point.

GRADE 2 - ADVANCED GENERAL CLERKS

An Advanced General Clerk is an employee who undertakes a range of advanced clerical duties and who possesses extensive experience in the appropriate Grade 1 skills.

The employee will have a sound knowledge of the Society's structure and its systems, will probably have experience in a number of positions within the Society, and have become competent in the particular interaction of Society systems.

The employee will therefore be multi-skilled in the sense that they can transfer from one department to another with minor job specific 'on the job' training.

GRADE 3 - SPECIALIST CLERK

A Specialist Clerk is an employee who undertakes a range of special clerical duties and who would have appropriate skills as at Grade 2 and, in addition, possess and use extensively a number of the following skills:

COMMUNICATION SKILLS -

Sound written skills- e.g. letter composition, travel itineraries, servicing meetings.

Sound oral skills - e.g. telephonist on a major switchboard.

TECHNICAL SKILLS -

Full proficiency, complex calculations by systems or calculator. Typewriting, audio transcription, word processing full proficiency in advance data processing, shorthand transcription stenographic, secretarial computer operation.

INTERPERSONAL SKILLS -

Advanced client/public contact involving responsibility to enterprise - e.g. arrears, telephone marketing, etc.

BUSINESS/FINANCIAL KNOWLEDGE AND SKILLS -

Understanding of methods and procedures necessary to undertake the following job functions - accounts, payroll, arrears, purchasing and other related job functions.

QUALITY ASSURANCE -

Responsible for quality of own work and/or those supervised.

KNOWLEDGE OF ENTERPRISE/INDUSTRY -

Sound knowledge of enterprise structure and its products.

ORGANISATIONAL/PLANNING SKILLS -

Plans own work schedule and/or up to 3 others.

SUPERVISORY SKILLS

Limited, up to 3 employees.

TRAINING DELIVERY -

Provided limited in-house training. A Grade 3 Clerk would be expected to have responsibility and accountability for their own work within an established structure. General supervision is necessary.

GRADE 4 - SENIOR SPECIALIST CLERK

A Senior Specialist Clerk is an employee who undertakes senior specialist clerical functions involving greater responsibility and accountability to the enterprise. A Grade 4 Senior Clerical Officer would have appropriate skills as at Grade 3 and in addition possess and use extensively a number of more complex skills as identified.

COMMUNICATION SKILLS -

Report writing, provision of written advice - e.g. Research Assistant.

Interviewing, oral presentation to groups, meetings, etc.

TECHNICAL SKILLS -

Stenographic, senior secretarial, word processing (complex), computer based accounting (senior accounts clerk), computer applications, complex data processing.

INTERPERSONAL SKILLS -

Client/public liaison, internal liaison - e.g. personal assistant.

BUSINESS/FINANCIAL KNOWLEDGE AND SKILLS -

Understanding of methods and procedures necessary to undertake the following job functions at a senior clerical or supervisor's level:

accounts, payroll/personnel, cost accounting and other related job functions.

QUALITY ASSURANCE -

Plans own work schedule and may plan schedules of others.

KNOWLEDGE OF ENTERPRISE/INDUSTRY -

Specific knowledge of enterprise operations and corporate structure and basic knowledge of the industry in which the enterprise operates.

OPERATIONAL/PLANNING SKILLS -

May participate in problem solving and/or decision making in relation to operational issues in own work section.

SUPERVISORY SKILLS -

Up to 8 employees.

TRAINING DELIVERY -

May provide in-house training.

A Grade 4 Senior Specialist Clerk has considerable discretion in organisation of their own work within prescribed limits. Limited supervision is required.

GRADE 5 - CLERICAL OFFICER

A Clerical Officer is an employee who works at a senior level and has highly specialised skills. A Grade 5 Clerical Officer would have recognised and appropriate skills as at Grade 4 and in addition be expected to possess and use extensively a number of the following skills.

COMMUNICATION -

Highly complex communication skills including negotiation.

TECHNICAL SKILLS -

At a senior level including research/investigation and problem solving, senior computer application.

INTERPERSONAL SKILLS -

Complex, including counselling and performance appraisal.

BUSINESS/FINANCIAL KNOWLEDGE AND SKILLS -

Specialist e.g. Bookkeeper, Payroll Supervisor, Assistant Accountant.

QUALITY ASSURANCE -

Responsible for own work and/or check quality of work of section (over 8 employees).

KNOWLEDGE OF ENTERPRISE/INDUSTRY -

Detailed knowledge of the enterprise's operations/corporate structure and should have knowledge of the industry in which the enterprise operates.

ORGANISATION/PLANNING SKILLS -

Complex - impacts on enterprise structure.

SUPERVISORY SKILLS -

Over 8 employees.

TRAINING DELIVERY -

Design and delivery of training programmes.

A Grade 5 Clerical Officer may work independently and have responsibility and accountability for own work and/or make decisions which have some impact on the productivity of the enterprise. Minimal supervision is required.

34A. - HOME BUILDING SOCIETY - SPECIAL CONDITIONS

- (1) This clause shall apply to Home Building Society and to its employees employed pursuant to the provisions of this award.
- (2) The provisions of:
 - (a) Clause 6B. - Casual Employees, subclauses (1), (2) and (3);
 - (b) Clause 11. - Annual Leave, subclause 11(6);
 - (c) Clause 12. - Sick Leave, subclause 12(4);
 - (d) Clause 34. - Home Building Society - Classification Structure and Rates of Pay, subclause (2)(a);
 shall not apply to Home Building Society.
- (3)
 - (a) A casual employee shall mean an employee engaged and paid as such, and whose employment may be terminated by the giving of one hour's notice on either side, or the payment or forfeiture, as the case may be, of one hour's pay.
 - (b)
 - (i) A casual employee may be employed for periods not exceeding four weeks and, whilst so employed, shall receive 25 per cent in addition to the appropriate ordinary hourly wage rate prescribed by this award with a minimum payment as for four hours' work.
 - (ii) The duration of the casual engagement may be extended to thirteen weeks in the event that the employee is engaged to cover for another employee who is absent on account of long service leave, annual leave, sick leave, injury compensable under the Workers' Compensation and Assistance Act, or an authorised period of unpaid leave.
 - (c) Subject to any agreement between the employer and the employee to the contrary subclause (6) and (7) of Clause 6. - Hours shall not apply to casual employees.
 - (d) Notwithstanding the provisions of this clause 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.

- (e) The provisions of Clause 9. - Holidays, Clause 11. - Annual Leave, Clause 12. - Sick Leave and Clause 28. - Maternity Leave do not apply to casual employees.
- (4) With the consent of the employer and the employee, annual leave may be taken in more than one period of leave provided that one of these periods shall not be less than one week.
- (5) Provided further that when an employee is not available for duty in accordance with this clause on the working day immediately preceding a weekend and is not available for duty on the whole of the working day immediately following a weekend, the employee shall be required to produce a certificate from a medical practitioner with respect to such absence(s).
- (6) Where an employee is granted a performance increment his or her salary will increase to the next salary level within the grade. The levels appropriate to Grades 1, 2 and 3 are shown below:

	Rate Per Annum	A.S.N.A.	TOTAL Rate Per Annum
Grade 1			
Level 1	21327	4903	26230
Level 2	21740	4903	26643
Grade 2			
Level 1	22251	4903	27154
Level 2	22556	4903	27459
Level 3	23066	4903	27969
Grade 3			
Level 1	23574	4903	28477
Level 2	23992	4903	28895
Level 3	24492	5008	29500

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.

Annual performance increments for award staff graded 1, 2 or 3 shall occur according to the following conditions:

- (a) Performance increments will only be awarded once each year paid on the first pay period commencing from the commencement of the second pay period in April.
- (b) To be awarded a performance increment the employee must have been in their current grade level for six months or more at the time the increment is to be assessed. The increment will not be paid to an employee who during this six month period has taken maternity, paternity or unpaid leave of more than four weeks.
- (c) Employees who have turned 21 years of age during the six months prior to the assessment of performance increments shall not receive an increase. Junior employees shall continue to receive payment based on the prescribed percentage of the first increment in accordance with Clause 34. - Home Building Society - Classification Structure and Rates of Pay subclause (2)(b).
- (d) Employees who are currently on or have attained a rate of pay equal to or higher than the highest level within their allocated grade shall not receive an increase.

Where an employee is performing at a less than satisfactory level the following procedures must be followed:

- (i) At the request of the Personnel Department, managers must advise of any staff member within their department who is performing at a less than satisfactory level.
- (ii) The manager shall detail performance problems and the steps the employee must take to improve such performance including details of counselling sessions and further training where required.
- (7) Where the provisions of this clause conflict with any other provisions contained in this award, the provisions of this clause shall prevail.

PEST CONTROL INDUSTRY AWARD 1982 NO. A 9 OF 1982

19. - WAGES

- (1) Classifications
- (a) 'Probationary Operator' means an employee who has less than 3 months demonstrated experience in the pest control industry and who has not completed an accredited course in pest control techniques. At this level an employee shall work under direct supervision.
- (b) 'Operator Grade 1' means an employee who has completed 3 months probationary employment and who holds a provisional pest controllers license and is used to perform uncomplicated work. At this level an employee shall perform all the work of a Probationary operator and shall -
- (i) work individually under general supervision on work that is of a routine nature;
- (ii) be able to read, understand and work from simple plans;
- (iii) maintain equipment and perform minor repairs; and
- (iv) apply safety precautions to their own work within the context of established procedures.

- (c) 'Qualified Operator Grade 2' means an employee who has obtained a Certificate 2 in Pest Control as described in the Asset Maintenance National Pest Control Competency Framework and/or is licensed by the Public Health Department and who has at least 12 months demonstrated experience in the pest control industry. At this level an employee shall perform the work of all lower levels in addition to other functions outlined below –
- (i) understands and applies quality control techniques;
 - (ii) understands and works from complex plans instructions and procedures;
 - (iii) co-ordinates work in a team environment and works individually under general instruction;
 - (iv) is responsible for assuring the quality of their own work;
 - (v) exercises good interpersonal and communication skills;
 - (vi) exercises discretion in decision making; and
 - (vii) assists in training of employees including trainees.
- (d) 'Qualified Operator Grade 3' means an employee who has obtained a certificate 3 in Pest Control as described in the Asset Maintenance National Pest Control Competency Framework and/or is licensed by the Public Health Department to carry out all forms of pest control used by the employer in the enterprise (including termite control) and uses those skills. At this level an employee shall perform the work of all lower levels and in addition shall work unsupervised and use discretion to make complex decisions involved in the performance of their duties.
- (e) 'Qualified Operator Grade 4' means an employee who is able to perform the duties of all lower levels and is used in a supervisory capacity.
- (2) Wages
- (a) The minimum weekly rate of wage payable to employees under this award shall be as follows:
- | Adult Employees | Column 1
Weekly Rate
\$ | Column 2
Weekly Rate
\$ | Column 3
Weekly Rate
\$ |
|---|-------------------------------|-------------------------------|-------------------------------|
| Probationary Operator Under Supervision | 421.40 | 437.75 | 484.10 |
| Operator Grade 1 | 446.38 | 458.11 | 504.96 |
| Qualified Operator Grade 2 | 475.67 | 488.21 | 535.80 |
| Qualified Operator Grade 3 | 499.80 | 513.00 | 561.20 |
| Qualified Operator Grade 4 | 539.43 | 553.72 | 602.92 |
- (b) (i) Column 1 Rates shall operate from the first pay period commencing on or after 18 October 2002.
(ii) Column 2 Rates shall operate from the first pay period on or after 1 February 2003.
(iii) Column 3 Rates shall operate on and from the 4 June 2004.
- (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 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 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
- Employees appointed by the employer as a Leading Hand shall be paid the following amounts in addition to the ordinary rate of pay.
- | | \$ |
|--|-------|
| (a) If placed in charge of not less than 3 and more than 10 other employees | 21.20 |
| (b) If placed in charge of more than 10 and not more than 20 other employees | 32.60 |
| (c) If placed in charge of more than 20 other employees | 42.10 |
- (4) Junior Employees
- Junior Employees shall be paid the applicable percentage of the weekly wage of a Qualified Operator:
- | | % |
|-----------------------|----|
| Under 16 years of Age | 40 |
| At 16 years of Age | 50 |
| At 17 years of Age | 60 |
- (5) For the purpose of this clause 'experience' shall mean experience with any employer in the pest control industry provided that the employer shall not be required to accept any or all of such experience up to the time of engagement where the employee has not been engaged in any of the classification contained within this clause for a period of twelve months or more. The onus of proof of previous experience shall rest with the employee concerned, who shall produce a certificate signed by the previous employer setting out the details of such previous experience.

PHOTOGRAPHIC INDUSTRY AWARD, 1980 NO. A9 OF 1980**12. - WAGES**

(1) The minimum weekly rate of wage payable to an employee covered by this award shall be -

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$
SECTION A:			
Portrait Advertising And Commercial Studios:			
(a) Photographer	348.50	142.00	490.50
(b) All others - First three months.	325.30	142.00	467.30
(c) All others - Thereafter	338.30	142.00	480.30
SECTION B:			
Developing, Printing And Finishing Establishments:			
(a) Colour filter determinator Custom colour enlargement printer Colour printer controller	356.50	142.00	498.50
(b) Rack and tank colour film processor machine operator Colour enlargement printer Colour quality corrector Kit mixing operator Colour printer operator	348.50	142.00	490.50
(c) Rack and tank black and white film processor Black and white enlargement printer Black and white printer operator	341.10	142.00	483.10
(d) All others - First three months	325.30	142.00	467.30
(e) All others - Thereafter	338.30	142.00	480.30

SECTION C

(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.

(2) JUNIOR EMPLOYEES: (Percentage of adult classification upon which they are engaged)

	%
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) LEADING HANDS:

In addition to the rates prescribed herein, any employee appointed by the employer as a leading hand and placed in charge of not less than 3 and not more than 10 other employees, shall be paid \$21.25. per week.

In addition to the rates prescribed herein, a leading hand placed in charge of more than 10 and not more than 20 other employees shall be paid \$32.45 per week.

“PIPE, TILE AND POTTERY MANUFACTURING INDUSTRY” AWARD NO. R 34 OF 1978**11. - WAGES**

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

Classification	Rate Per Week \$	Supplementary Payment \$	TOTAL \$
ADULT EMPLOYEES			
Machine Attendant Grade A	347.00	148.70	495.70
Machine Attendant Grade B	336.20	148.50	484.70
Fork Lift Driver	357.20	142.10	499.30

Classification	Rate Per Week	Supplementary Payment	TOTAL
Millman Mixer	343.20	148.80	492.00
Moulder	343.20	148.80	492.00
Thrower	343.20	148.80	492.00
Setter Drawer	341.40	143.30	484.70
Junction Sticker	339.80	144.90	484.70
Pipe Machine Operator	336.20	152.20	488.40
Taker Off Pipes (Fully Automatic)	336.20	144.90	481.10
Lathe Machine Operator	336.20	152.20	488.40
Panperson	336.20	148.50	484.70
Taker Off Tiles	336.20	144.90	481.10
Gang Tile Drawer (Caversham)	336.20	144.90	481.10
Pot Machine Operator (Large) and/or Vent Machine Operator	336.20	159.50	495.70
Burnt Ware Sorter (Pipe Tester)	334.40	146.70	481.10
Plant Attendant Oiler	334.40	143.00	477.40
Pipe Drawer Assistant	332.10	145.30	477.40
Forking Tiles (Caversham)	332.10	145.30	477.40
Packer (Dispatch)	332.10	145.30	477.40
Hand Colour Sprayer	332.10	149.00	481.10
Slipper	332.10	145.30	477.40
Cleaner (Flue and Oil Burner)	332.10	145.30	477.40
Ridge Maker	332.10	149.00	481.10
All Others	322.50	147.70	470.20

(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.

(2) JUNIOR EMPLOYEES:

(Percentage of the All Others rate)	%
Under 17 years of age	70
17 to 18 years of age	75
18 to 19 years of age	90
19 years of age	100

(3) LEADING HANDS:

In Charge of:	\$
(a) Not less than three and not more than ten other employees	16.15
(b) More than ten but not more than 20 other employees	24.30
(c) More than 20 other employees	31.60

(4) Casual employees shall receive twenty percent in addition to the rates prescribed above for the work performed.

APPENDIX

5. - WAGES

(1) (a) The total minimum wage payable each week shall be:

Classification	Rate Per Week	Supplementary Payment	Award Rate
Adult Employees:	\$	\$	\$
Machine Attendant Grade I	353.00	153.60	506.60
Machine Attendant Grade II	353.00	142.70	495.70
Machine Attendant Grade III	337.90	146.80	484.70
Fork Lift Driver	357.20	142.10	499.30
All Others	322.50	147.70	470.20

(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)	Junior Employees (percentage of the All Others rate)	%
	Under 17 years of age	70
	17 to 18 years of age	75
	18 to 19 years of age	90
	19 years of age	100

(3) LEADING HANDS:

Rate Per Week

\$

In Charge of in charge of not less than
three and not more than ten other employees

\$16.15

- (4) Casual employees shall be paid one thirty-eighth of the rate for their classification for each hour worked, plus twenty (20) per cent.

PLASTER, PLASTERGLASS AND CEMENT WORKERS' AWARD NO. A 29 OF 1989

13. - WAGES

	Wage Per Week \$	Arbitrated Safety Net \$	Total Wage Per Week \$
(1) (a) Modeller	408.90	142.00	550.90
			1.44
(b) Plaster Caster	386.15	142.00	528.15
(c) Plaster Caster (Mechanical)	362.35	142.00	504.35
(d) Labourers	342.10	142.00	484.10
(e) Cement employee	338.25	142.00	480.25
(f) Trainee Casters – up to 40 per cent proficiency	263.75	142.00	405.75

Thereafter, such percentage of the plaster caster's total wage as is assessed in accordance with subclause (9) of Clause 7.
– Adult Trainee Casters.

(g) Plant Operator	287.10	142.00	429.10
(h) Bagger	287.10	142.00	429.10
(i) Washer	287.10	142.00	429.10
(j) Front End Loader	287.10	142.00	429.10
(k) Fork Lift Driver	287.10	142.00	429.10
(2) Junior Employees Under 21 years of age	269.40	85.10	354.50
Under 20 years of age	237.70	83.00	320.70
Under 19 years of age	225.00	82.10	307.10
(3) Apprentice Modellers –			
Four Year Term	%		
First year	42		
Second year	55		
Third year	75		
Fourth year	88		

N.B. The above percentages are of both the adult wage and the tool allowance.

- (4) A "Casual Employee" being a person who is engaged or employed for a period of less than one week shall be paid for the time so engaged at the rate of 20 per cent in addition to the rates prescribed herein. Provided that this shall not apply to an employee who serves his/her contract of service or who is dismissed for misconduct.

- (5) The rates of pay in this award include the arbitrated safety net adjustment payable under the June 1998 State Wage Case Decision. This arbitrated safety net adjustment shall 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 Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

Further the rates of pay in this award include the \$12 per week or \$10 per week arbitrated safety net adjustments payable from the beginning of the first pay period on or after 1st August, 1999.

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.

PLASTIC MANUFACTURING AWARD 1977 NO. 5 OF 1977

22. - CLASSIFICATION STRUCTURE AND RATES OF PAY

(1) Definition of Classification Structure

(a) Production Trainee - Grade 1

A new employee in the first three (3) months of full-time permanent employment who performs routine duties whilst working under direct supervision and undergoing training to enable them to work at the Grade 2 level.

Training

- Undertakes induction training which may include information on the enterprise, conditions of employment, introduction to supervisors and fellow workers, training and career path opportunities, plant layout and processes, work and documentation procedures, occupational health and safety, equal employment opportunity and quality control/assurance, timekeeping, housekeeping;
- Training on any one or several of specific tasks encompassed in Grade 2.

(b) Production/Machine Assistant - Grade 2

Shall mean an employee 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 general and specific duties as well as operate ancillary equipment.

Specific Duties - Grade 2

- Hand packing and/or stacking of raw material or finished product with visual inspection
- Weighing and mixing of raw materials
- Cleaning of plant and machinery
- General labouring
- Despatch and receiving
- Assembling and/or repetitive fabricating

General Duties

- Assist an employee in Grade 3
- Undertakes feeding or taking-off work on automatic or semi automatic equipment
- Understands and undertakes basic quality control procedures
- Maintains simple records
- Carries out simple manual processes that require limited judgment

Experience

An employee who is initially employed as a Production Trainee - Grade 1 shall automatically progress from Grade 1 to Grade 2 after not more than three (3) months service with the employer.

Training

Shall have completed all aspects of Grade 1 training, including:

- Health and Safety related to specific tasks to be performed, timekeeping records, and quality awareness related to particular processes
- Quality control procedures including the ability to recognise faults and deviations
- Proficiency and efficiency
- Elementary tasks, skills and procedures

(c) Machine Attendant - Grade 3

Shall mean an employee classified and appointed 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/Machine Assistant - Grade 2 may be required to regularly carry out any general duties together with the specific duties listed hereunder:

Specific Duties - Grade 3

- Fabrication requiring the reading and implementation of detailed drawings
- Machine Operator (including start ups and shut downs for primary manufacturing machines)
- Makes simple machine adjustments
- Exercises simple quality control
- Assistant machine operator/setter

Experience

Not less than six months experience in Grade 2, unless otherwise agreed.

Training

Shall have completed all aspects of Grade 2 training, including:

- Health and safety related to specific tasks to be performed; timekeeping records, and quality awareness related to particular processes
- Quality control procedures
- Proficiency and efficiency

(d) **Machine Operator/Setter - Grade 4**

Shall mean an employee classified and appointed 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 Machine Attendant - Grade 3 may be required to regularly carry out the specific duties listed hereunder:

Specific Duties - Grade 4

- Complex machine operation and setting with responsibility for output
- Responsibility for minor maintenance
- Quality control
- May be required to keep simple records
- Capable of supervising small groups of employees and a number of different types of machines

Experience

Not less than nine months experience as Grade 3, unless otherwise agreed.

Training

Shall have completed all aspects of Grade 3 training including supervision and communication training.

(e) **Leading Hand Setter - Grade 5**

Shall mean an employee classified and appointed 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 Machine Operator/Setter - Grade 4 may be required to regularly carry out the specific duties listed hereunder:

Specific Duties - Grade 5

- Must be capable of operating and setting up complex machines to a required level of quality and safety
- Must be capable of supervising a team of employees operating a group of related machines
- Must be able to perform the majority of tasks in Grade 3 and 4
- Must be capable of setting up and controlling machines operated by Grade 2, 3 and 4 employees
- Must be able to carry out routine maintenance and report on machinery
- Must be able to assist in the training of operators in Grade 1, 2, 3 and 4
- Understands and undertakes quality control procedure and be able to exercise an advanced level of judgment
- Maintains all records associated with the particular process and supervision of employees
- Follows complex instructions and procedures

Experience

Not less than 12 months experience as Grade 4, unless otherwise agreed by the employer.

Training

Shall have completed all aspects of Grade 4, including supervision and communication training.

(f) **Production Systems Controller Tradesperson - Grade 6**

Production Systems Controller shall mean an employee classified and appointed 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 Leading Hand/Setter - Grade 5 may be required to regularly carry out the duties listed hereunder:

General Duties

- Understands and applies quality control techniques
- Exercises good interpersonal communication skills
- Exercises discretion within the scope of this grade
- Exercise keyboard skills at a high level
- Perform work under general supervision either individually or in a team environment
- Is able to inspect products and/or materials for conformity with established operational standards

Specific Duties

- Approves and passes first off samples and maintains quality of product
- Works from production drawings, prints or plans
- Operates, sets up and adjusts all production machinery in a plant including production process welding to the extent of training
- Can perform a range of engineering maintenance functions
- Manufacturing operations at a level higher than Grade 5
- Operate all lifting equipment

- Maintains records
- Production scheduling and materials handling within the scope of the production process or directly related functions within raw materials/finished goods locations in conjunction with technicians
- Understands and applies computer techniques as they relate to production process operations
- High level stores and inventory responsibility
- Assists in the provision of on the job training in conjunction with tradespersons and trainers
- Has a sound knowledge of the employers operations as it relates to the production process.

(2) Rates of Pay

- (a) The minimum weekly rate of wage payable to employees covered by this award shall be as follows.

	BASE RATE	SUPPLE-	AWARD
	\$	MENTARY	WAGE
		\$	\$
Classification			
(i) Production Trainee - Grade 1	284.90	182.50	467.40
(ii) Production Machine Assistant - Grade 2	292.20	183.50	475.70
(iii) Machine Attendant - Grade 3	299.50	184.60	484.10
(iv) Machine Operator/ Setter - Grade 4	319.20	187.40	506.60
(v) Leading Hand/Setter - Grade 5	337.40	190.10	527.50
(vi) Production Systems Controller Tradesperson - Grade 6	365.20	196.00	561.20

- (b) The supplementary payment set out in this clause include:

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

Junior employees shall be paid the following prescribed percentage of the weekly minimum rate for the class of work as defined in subclause (1) hereof in which they are employed.

	%
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
At 20 years of age	Adult Rates

(4) Apprentices

(Percent of the "Production Systems Controller Tradesperson - Grade 6" minimum 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

(5) Leading Hands

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

	\$ Per Week
(a) If placed in charge of not less than three and not more than ten other employees	20.90
(b) If placed in charge of more than ten and not more than 20 other employees	31.90
(c) If placed in charge of more than 20 other employees	40.80

- (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 a tool allowance of:
- (i) \$9.70 per week to such tradesperson, or
- (ii) in the case of an apprentice a percentage of \$9.70 being that percentage which appears against their 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 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 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 his own negligence.
- (7) 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

PLYWOOD AND VENEER WORKERS AWARD No. A 28 of 1981

SCHEDULE 1. - RATES OF PAY

The minimum rates of wages payable to employees covered by this award shall be as follows:

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 Per Week:-

	Base Rate Column A 28/9/88 \$	Base Rate Column B 28/3/89 \$	Supplementary Payments \$	Arbitrated Safety Net Adjustment \$	Total Rate as of 04/06/04 \$
Group A					
First Year	322.10	332.10	15.50	104.00	451.60
Thereafter	326.10	336.10	15.50	104.00	455.60
Group B					
First Year	311.90	321.90	15.50	104.00	441.40
Thereafter	316.70	326.70	15.50	104.00	446.20
Group C					
First Year	299.30	309.30	15.50	104.00	428.80
Thereafter	303.30	313.30	15.50	104.00	432.80
Group D					
First Year	292.10	302.10	15.50	104.00	421.60
Thereafter	297.30	307.30	15.50	104.00	426.80
Group E					
First Year	286.35	296.35	15.50	104.00	415.85
Thereafter	289.40	299.40	15.50	104.00	418.90
Group F					
First Year	281.50	291.50	15.50	104.00	411.00
Thereafter	286.30	296.30	15.50	104.00	415.80
Group G					
First Year	277.90	287.90	15.50	104.00	407.40
Thereafter	282.40	292.40	15.50	104.00	411.90
Group H					
First Year	272.70	282.70	15.50	104.00	402.20
Thereafter	277.70	287.70	15.50	104.00	407.20
Group I					
First Year	266.30	276.30	15.50	104.00	395.80
Thereafter	270.90	280.90	15.50	104.00	400.40
Group J					
First Year	257.90	267.90	15.50	104.00	387.40
Thereafter	263.50	273.50	15.50	104.00	393.00

2.

	Classification	Group
(1)	Man in charge of log yard and/or powercross cut saw	G
(2)	Veneer Lathe Machinist over 3ft 6ins	C
(3)	Veneer Lathe Machinist 3ft 6ins or under	D
(4)	Veneer Lathe Operator 3ft 6ins	E
(5)	Veneer Lathe Operator 3ft 6ins or under	F
(6)	Operator of veneer slicing machine	E
(7)	Operator of power operated Guillotine who trues final fancy veneer edges	E
(8)	Guillotine assistant	H
(9)	Plywood Scarfing Machinist, who scarfs set up, presses and cleans off	E
(10)	Feeders and Assistants on Driers	H
(11)	Core or Centre Layer	E
(12)	Plywood Press and overlay press operator	E
(13)	Plywood Press and overlay press assistant	H
(14)	Panel Sawyer	E
(15)	Core Sawyer	F
(16)	Glue or Casein Mixer	H
(17)	Operator of 4 edge automatic plywood trimming machine using parallel saws	E
(18)	Drum sander machinist	F
(19)	Minami automatic continuous feed cross belt sander operator	E
(20)	Belt sander machinist	H
(21)	Grader of finished panel products	H
(22)	Crater for assembling and despatch	H
(23)	Taping and Tapeless Veneer jointing machinist	H
(24)	Centre feeder and/or Core Feeder	H

2. Classification— <i>continued</i>						Group
(25)	Assistant to Lathe or Slicer Operator					H
(26)	Guillotine Operator not elsewhere included					H
(27)	Operator Groover and Slotter					E
(28)	Workers employed in any calling not described in this clause					J
		Base Rate Column A	Base Rate Column B	Supple- mentary Payments	Arbitrated Safety Net Adjustment	Total Rate 04/06/04
(29)	Tractor using power operated attachments					
	(a) 35 b.h.p. and under	284.70	294.70	15.50	104.00	414.20
	(b) over 35 b.h.p. and under 70 b.h.p	291.20	301.20	15.50	104.00	420.70
	(c) over 70 b h p. and under 130 b.h.p	295.90	305.90	15.50	104.00	425.40
	(d) over 130 b.h.p. and under 230 b.h.p.	298.30	308.30	15.50	104.00	427.80
	(e) over 230 b.h.p	299.50	309.50	15.50	104.00	429.00
(30)	Fork Lift Operator					
	(a) Up to 10000 lbs lifting capacity	306.30	316.30	15.50	104.00	435.80
	(b) Over 10000 lbs and up to 20000 lb capacity	309.90	319.90	15.50	104.00	439.40
	(c) Over 20000 lbs capacity	310.50	320.50	15.50	104.00	440.00
(31)	Power Grader Operator -					
	(a) Under 50 net engine horse-power	296.50	306.50	15.50	104.00	426.00
	(b) Between 50 and 100 net engine horse- power	299.80	309.80	15.50	104.00	429.30
	(c) Over 100 net engine horse-power	304.80	314.80	15.50	104.00	434.30
(32)	Straddle Carrier Driver -					
	(a) Who operates within the confines of the employer's property	309.40	319.40	15.50	104.00	438.90
	(b) Other	313.00	323.00	15.50	104.00	442.50
(33)	Driver of Motor Vehicles -					
	(a) Not exceeding 25 cwt capacity	298.80	308.80	15.50	104.00	428.30
	(b) Exceeding 25 cwt but under 3 tons	302.60	312.60	15.50	104.00	432.10
	(c) Exceeding 3 tons but under 6 tons	306.30	316.30	15.50	104.00	435.80
	(d) Exceeding 6 tons but under 7 tons	307.00	317.00	15.50	104.00	436.50
	(e) Exceeding 7 tons but under 8 tons	309.00	319.00	15.50	104.00	438.50
	(f) Exceeding 8 tons but under 9 tons	309.30	319.30	15.50	104.00	438.80
	(g) Exceeding 9 tons but under 10 tons	309.95	319.95	15.50	104.00	439.45
	(h) Exceeding 10 tons but under 11 tons	310.50	320.50	15.50	104.00	440.00
	(i) Exceeding 11 tons but under 12 tons	311.60	321.60	15.50	104.00	441.10
	(j) Exceeding 12 tons but under 13 tons	312.50	322.50	15.50	104.00	442.00
	(k) Exceeding 13 tons but under 14 tons	313.40	323.40	15.50	104.00	442.90
	(l) Exceeding 14 tons but under 15 tons	314.30	324.30	15.50	104.00	443.80
	(m) Exceeding 15 tons but under 16 tons	315.00	325.00	15.50	104.00	444.50
	(n) Exceeding 16 tons but under 17 tons	315.30	325.30	15.50	104.00	444.80
	(o) Exceeding 17 tons but under 18 tons	316.00	326.00	15.50	104.00	445.50
	(p) Exceeding 18 tons but under 19 tons	316.80	326.80	15.50	104.00	446.30
	(q) Exceeding 19 tons but under 20 tons	317.70	327.70	15.50	104.00	447.20
	(r) Exceeding 20 tons but under 21 tons	318.70	328.70	15.50	104.00	448.20
	(s) Exceeding 21 tons but under 22 tons	319.50	329.50	15.50	104.00	449.00
	(t) Exceeding 22 tons but under 23 tons	319.90	329.90	15.50	104.00	449.40
	(u) Exceeding 23 tons and over	320.30	330.30	15.50	104.00	449.80

Driver of a Motor Vehicle (not being tractor) drawing a trailer:- for a loaded single-axle trailer \$1.18 cents per day extra, or for an empty single-axle trailer \$1.48 cents per day extra, or for any other empty trailer \$0.86 cents per day extra.

A worker who in the course of his employment drives a vehicle with self loading equipment which requires the possession of a certificate of competency shall be paid an extra \$8.10 per week.

	Base Rate Column A	Base Rate Column B	Supple- mentary Payments	Arbitrated Safety Net Adjustment	Total Rate 04/06/04
	\$	\$	\$	\$	\$
(34) Driver of Articulated Vehicles					
Not exceeding 9 ton capacity	313.90	323.90	15.50	104.00	443.40
9 tons and over but under 10 tons	314.90	324.90	15.50	104.00	444.40
10 tons and over but under 11 tons	315.20	325.20	15.50	104.00	444.70
11 tons and over but under 12 tons	315.80	325.80	15.50	104.00	445.30
12 tons and over but under 13 tons	316.10	326.10	15.50	104.00	445.60
13 tons and over but under 14 tons	317.00	327.00	15.50	104.00	446.50
14 tons and over but under 15 tons	318.40	328.40	15.50	104.00	447.90
15 tons and over but under 16 tons	318.80	328.80	15.50	104.00	448.30
16 tons and over but under 17 tons	319.60	329.60	15.50	104.00	449.10
17 tons and over but under 18 tons	320.20	330.20	15.50	104.00	449.70
18 tons and over but under 19 tons	321.40	331.40	15.50	104.00	450.90
19 tons and over but under 20 tons	322.20	332.20	15.50	104.00	451.70
20 tons and over but under 21 tons	322.60	332.60	15.50	104.00	452.10
21 tons and over but under 22 tons	323.30	333.30	15.50	104.00	452.80
22 tons and over but under 23 tons	324.30	334.30	15.50	104.00	453.80
23 tons and over but under 24 tons	325.20	335.20	15.50	104.00	454.70
24 tons and over but under 25 tons	325.80	335.80	15.50	104.00	455.30
25 tons and over but under 26 tons	326.20	336.20	15.50	104.00	455.70
26 tons and over but under 27 tons	326.90	336.90	15.50	104.00	456.40
27 tons and over but under 28 tons	328.00	338.00	15.50	104.00	457.50
28 tons and over but under 29 tons	328.60	338.60	15.50	104.00	458.10
29 tons and over but under 30 tons	329.30	339.30	15.50	104.00	458.80
30 tons and over but under 31 tons	330.00	340.00	15.50	104.00	459.50
31 tons and over but under 32 tons	331.00	341.00	15.50	104.00	460.50
32 tons and over but under 33 tons	331.95	341.95	15.50	104.00	461.45
33 tons and over but under 34 tons	332.30	342.30	15.50	104.00	461.80
34 tons and over but under 35 tons	333.00	343.00	15.50	104.00	462.50
35 tons and over but under 36 tons	334.00	344.00	15.50	104.00	463.50
36 tons and over but under 37 tons	335.10	345.10	15.50	104.00	464.60
37 tons and over but under 38 tons	335.80	345.80	15.50	104.00	465.30
38 tons and over but under 39 tons	336.40	346.40	15.50	104.00	465.90
39 tons and over but under 40 tons	337.00	347.00	15.50	104.00	466.50
40 tons and over but under 41 tons	338.50	348.50	15.50	104.00	468.00
41 tons and over but under 42 tons	339.10	349.10	15.50	104.00	468.60
42 tons and over but under 43 tons	340.00	350.00	15.50	104.00	469.50
43 tons and over but under 44 tons	341.10	351.10	15.50	104.00	470.60
44 tons and over but under 45 tons	341.80	351.80	15.50	104.00	471.30
45 tons and over but under 46 tons	342.50	352.50	15.50	104.00	472.00
46 tons and over but under 47 tons	343.90	353.90	15.50	104.00	473.40
47 tons and over but under 48 tons	344.40	354.40	15.50	104.00	473.90
48 tons and over but under 49 tons	345.20	355.20	15.50	104.00	474.70
49 tons and over but under 50 tons	345.90	355.90	15.50	104.00	475.40
50 tons and over but under 51 tons	346.90	356.90	15.50	104.00	476.40
51 tons and over but under 52 tons	347.70	357.70	15.50	104.00	477.20
52 tons and over but under 53 tons	348.60	358.60	15.50	104.00	478.10
53 tons and over but under 54 tons	349.40	359.40	15.50	104.00	478.90
54 tons and over but under 55 tons	350.30	360.30	15.50	104.00	479.80
55 tons and over	351.10	361.10	15.50	104.00	480.60
(35) Driver of Double Articulated Vehicle or Road Train:-					
Not exceeding 31 ton capacity	334.80	344.80	15.50	104.00	464.30
31 tons and over but under 32 tons	335.20	345.20	15.50	104.00	464.70
32 tons and over but under 33 tons	335.90	345.90	15.50	104.00	465.40
33 tons and over but under 34 tons	336.50	346.50	15.50	104.00	466.00
34 tons and over but under 35 tons	337.30	347.30	15.50	104.00	466.80
35 tons and over but under 36 tons	338.30	348.30	15.50	104.00	467.80

	Base Rate Column A	Base Rate Column B	Supple- mentary Payments	Arbitrated Safety Net Adjustment	Total Rate 04/06/04
	\$	\$	\$	\$	\$
(35) Driver of Double Articulated Vehicle or Road Train:— <i>continued</i>					
36 tons and over but under 37 tons	338.70	348.70	15.50	104.00	468.20
37 tons and over but under 38 tons	339.30	349.30	15.50	104.00	468.80
38 tons and over but under 39 tons	339.70	349.70	15.50	104.00	469.20
39 tons and over but under 40 tons	341.10	351.10	15.50	104.00	470.60
40 tons and over but under 41 tons	342.00	352.00	15.50	104.00	471.50
41 tons and over but under 42 tons	342.50	352.50	15.50	104.00	472.00
42 tons and over but under 43 tons	343.40	353.40	15.50	104.00	472.90
43 tons and over but under 44 tons	344.20	354.20	15.50	104.00	473.70
44 tons and over but under 45 tons	344.70	354.70	15.50	104.00	474.20
45 tons and over but under 46 tons	345.50	355.50	15.50	104.00	475.00
46 tons and over but under 47 tons	346.30	356.30	15.50	104.00	475.80
47 tons and over but under 48 tons	346.90	356.90	15.50	104.00	476.40
48 tons and over but under 49 tons	347.60	357.60	15.50	104.00	477.10
49 tons and over but under 50 tons	348.60	358.60	15.50	104.00	478.10
50 tons and over but under 51 tons	349.30	359.30	15.50	104.00	478.80
51 tons and over but under 52 tons	349.80	359.80	15.50	104.00	479.30
52 tons and over but under 53 tons	350.60	360.60	15.50	104.00	480.10
53 tons and over but under 54 tons	351.40	361.40	15.50	104.00	480.90
54 tons and over but under 55 tons	352.20	362.20	15.50	104.00	481.70
55 tons and over	352.90	362.90	15.50	104.00	482.40
(36) Tow Motor Operator	294.70	304.70	15.50	104.00	424.20
(37) Driver of Logging Tractor	B				
(38) Crane or Fork Lift Assistant	I				

3. Junior Workers

	Base Rate Column A	Base Rate Column B	Supple- mentary Payments	Arbitrated Safety Net Adjustment	Total Rate 04/06/04
	\$	\$	\$	\$	\$
Between 16 and 17 years of age	118.60	123.10	6.95	46.00	176.05
Between 17 and 18 years of age	145.00	150.40	8.50	53.05	211.95
Between 18 and 19 years of age	184.55	191.50	10.80	63.60	265.90

EDITOR'S NOTE: Junior rates in subclause (3) were to be varied by application only from the 2002 SWC Decision, appl 797/2002, be virtue of clause 6 of the General Order. No application was made. It is noted that the total rate does NOT equal the sum of "Base Rate Column B", "Supplementary payments" and "Arbitrated Safety Net Adjustment".

4. Leading Hands:-

- (a) Any worker placed by the employer in charge of not less than three and not more than ten other workers shall be paid \$13.20 per week extra.
- (b) Any worker placed by the employer in charge of more than ten other workers shall be paid \$19.90 per week extra.
- (c) Any worker placed by the employer in charge of more than twenty other workers shall be paid \$25.75 per week extra.

5. Supplementary Payments:-

- (a) The supplementary payments as prescribed in this Schedule are in substitution for any over-award payments as defined hereunder. Any such over award payment shall be reduced by the amount of supplementary payment prescribed for the classification concerned.
- (b) "Over Award Payment" is defined as the amount (whether it be termed "over-award payment", "attendance bonus", "service pay" or any term whatsoever) which an employee would receive in excess of the Award Rate for the classification in which such employee is engaged. 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 this award.
- (c) Subject to clause 6 of this Schedule, the Award Rate prescribed in clauses 1, 2 and 3 of this Schedule and which includes the supplementary payment shall be paid for all purposes of the Award.
- (d) The Supplementary payments prescribed by this Schedule shall not be payable to new employees during the first month of employment.

6. Calculation of Wage Rates - State Wage Case Decision:-

In circumstances where award wages are to be increased as a result of State Wage Case Decisions, unless otherwise specified in such decisions the amount of the increase shall be calculated and applied to the Wages Clause as follows:

- (a) Where the State Wage Case Decision provides that Award wages be increased by a flat amount, that amount shall be applied to the Base Rate only.
- (b) Where the State Wage Case Decision provides that Award wages be increased by a percentage amount, that amount shall be applied to the Base Rate and the Supplementary Payment.
Such percentage increase shall also apply to the Leading Hand Allowances, the Special Payment and the Disability Allowances.
- (c) In the instances outlined in paragraphs (a) and (b) hereof the new Award Rate shall be calculated by adding the Award Base Rate and the Supplementary Payment.
- (d) Where the State Wage Case Decision provides for a plateau formula (that is, a combination of a percentage increase and a flat money amount), the plateau level shall be determined by reference to the Base Rates and the Award Rate and the Supplementary Payment shall be calculated by subtracting the Base Rate from the Award Rate.

PLYWOOD AND VENEER WORKERS' AWARD, 1952 NO. 24 OF 1952

5. - 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 minimum rates of wages payable to employees covered by this Award shall be:

	Rate of Wage \$	Supplementary Payment \$	ASNA \$	Award Rate \$
Grade 1 Trainee Operator Factory/Yard Hand In/Out Feeder Assistant Hogger Cover Layer Packaging	311.70	15.90	104.00	431.60
Grade 2 Hilderbrand Dryer Infeed Schieldie Out/In Feed Control Asst. to Lathe/ Slicer Op Panel Grader Asst Desp Sander Asst. Taping Glue Mixer Core Sawyer Press Assist. Edging - Pre Gluer Log Charger Kuper Operator Veneer Assemb.	331.90	15.90	104.00	451.80
Grade 3 Guillotine Groover Core Feeder Splicer Operator Clipper Operator Chain/Log Operator Dryer Grader Sander Operator	337.70	15.90	104.00	457.60
Grade 4 Core/Centre Layer Panel Sawyer Slicer Operator Press Operator	346.20	15.90	104.00	466.10
Grade 5 Slicer Machinist Lathe Machinist	362.70	15.90	104.00	482.60

- (2) Junior Employees: (percentage of Grade I rate of wage \$311.70 and supplementary payments prescribed)
- (3) Leading Hands:
- (a) A leading hand, if placed in charge of three to ten employees shall be paid \$14.90 per week in addition to the appropriate wage prescribed.
- (b) A leading hand, if placed in charge of eleven to twenty employees shall be paid \$22.40 per week in addition to the appropriate wage prescribed.
- (c) A leading hand, if placed in charge of more than twenty employees shall be paid \$29.10 per week in addition to the appropriate wage prescribed.
- (4) Supplementary Payment:
- (a) The supplementary payments as prescribed in this Schedule are in substitution for any over award payments as defined hereunder. Any such over award payment shall be reduced by the amount of the supplementary payment prescribed for the classification concerned.
- (b) "Over Award Payment" is defined as the amount (whether it be termed "over award payment", "attendance bonus", "service pay", or any term whatsoever) which an employee would receive in excess of the "Award Rate" 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.
- (c) Subject to subclause (5) of this clause, the award rate prescribed in subclauses (1), (2) and (3) of this clause and which includes the supplementary payment also prescribed within this clause shall be paid for all purposes of the award.
- (d) The supplementary payments prescribed by this clause shall not be payable to employees during the first month of employment.
- (5) Calculation of Wage Rates - State Wage Case Decisions:
- In circumstances where award wages are to be increased as a result of State Wage Case Decisions, unless otherwise specified in such decisions, the amount of the increase shall be calculated and applied to the wages clause as follows:
- (a) Where the State Wage Case Decision provides that Award wages be increased by a flat amount, that amount shall be applied to the Base Rate only.
- (b) Where the State Wage Case Decision provides that Award wages be increased by a percentage amount, that amount shall be applied to the Base Rate and the Supplementary Payment. Such a percentage increase shall also apply to the Leading Hand Allowances, the Special Payment and the Disability Allowances.
- (c) In the instances outlined in paragraphs (a) and (b) hereof the new Award Rate shall be calculated by adding the Award Base Rate and the Supplementary Payment.
- (d) Where the State Wage Case Decision provides for a plateau formula (that is, a combination of a percentage increase and a flat money amount), the plateau level shall be determined by reference to the Base Rates, and the Award Rate and the Supplementary Payment shall be calculated by subtracting the Base Rate from the Award Rate.

THE POLICE AWARD 1965 NO. 2 OF 1966

6. - SALARIES

- (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.

	Existing Salary \$	Arbitrated Safety Net Adjustment \$	Total Annual Salary \$
(a) Commissioned Officer Ranks			
Commander	73307	6677	79984
Chief Superintendent	71551	6677	78228
Superintendent	64688	6677	71365
Inspector - Base Rate	57047	6677	63724
(b) Sergeant Ranks			
Senior Sergeant (Country Resident OIC) Base Rate	48192	6677	54869
Senior Sergeant	46192	6677	52869
Sergeant (Country Resident OIC) Base Rate	42500	6677	49177
Sergeant	40500	6677	47177
(c) Other Ranks			
Senior Constable (Country Resident OIC) Base Rate	38500	6677	45177
Senior Constable	36500	6677	43177
First Class Constable	34000	6677	40677
Constable			

	Existing Salary \$	Arbitrated Safety Net Adjustment \$	Total Annual Salary \$
(c) Other Ranks—continued			
5th year of service & thereafter	31900	6782	38682
4th year of service	31000	6782	37782
3rd year of service	30100	6782	36882
2nd year of service	29000	6782	35782
1st year of service	29000	6782	35782
Recruit in Training	25000	6678	31678
(d) The following transitional arrangements applied to employees who as at 31 July 1992 were at the rank of Sergeant and qualified for promotion to the rank of Senior Sergeant.			
(i) For employees at the substantive rank of Sergeant past service as a substantive Sergeant up to a maximum of six (6) years was recognised and in addition to the rate for Sergeant - Base Rate the following additional amounts paid in recognition of that service.			
Category A			
2 years service but less than 4 years	- \$582	per annum	
Category B			
4 years service but less than 6 years	- \$1246	per annum	
Category C			
6 years service or more	- \$2201	per annum	
(ii) Employees at the substantive rank of Sergeant who were not qualified for promotion to the rank of Senior Sergeant on 31 July 1992 but who passed examination for promotion to the rank of First Class Sergeant during 1992 translated in the same manner as those in subparagraph (i) of this paragraph effective from 18 December 1992.			
(iii) Employees who were at the substantive rank of First Class Sergeant prior to 31 July 1992 translated to category C in subparagraph (i) of this paragraph.			
(iv) Employees at the substantive rank of Sergeant and the brevet rank of First Class Sergeant prior to 31 July 1992 translate as category C in subparagraph (i) of this paragraph whilst in the brevet position and if qualified for promotion to the rank of Senior Sergeant at the time of reverting to Sergeant revert to the appropriate category in subparagraph (i) of this paragraph which recognises past service up to a maximum of 6 years since his/her substantive appointment at sergeant rank.			
(e) With effect from 31 July 1992:			
(i) Employees previously at the rank of Chief Inspector were in addition to the rate for Inspector - Base Rate paid a Performance Increment of \$2940 per annum.			
(ii) Employees at the rank of Inspector will be paid as Inspector - Base Rate and after 2 years substantive service at that rank will, subject to satisfactory performance assessed by an appropriate performance appraisal system, be eligible for a Performance Increment of \$2940 per annum.			
(iii) With effect from 12 March 1993 the amount of the Performance Increment is increased to \$3003 per annum.			
(f) With effect from 12 March 1993, in lieu of the amounts specified in subparagraph (i) of paragraph (d) the following additional amounts are payable:			
Category A	\$600	per annum	
Category B	\$1285	per annum	
Category C	\$2201	per annum.	
(g) With effect from the first pay period commencing on or after 31 July 1994 and subject to satisfactory performance assessed by an appropriate performance appraisal system, employees at the substantive rank of Senior Constable, Sergeant and Senior Sergeant are eligible to be paid Performance Increment 1.			
In addition, subject to satisfactory performance assessed by an appropriate performance appraisal system, employees are eligible for Performance Increment 2 no earlier than 2 years after becoming eligible for Performance Increment 1.			
		Per Annum \$	
Senior Constable			
Performance Increment 1		600	
Performance Increment 2		685	
Sergeant			
Performance Increment 1		600	
Performance Increment 2		685	
Senior Sergeant			
Performance Increment 1		700	
Performance Increment 2		900	
(h) 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 (2) of this clause.			

- (2) (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).
- (3) An employee's salary shall be paid by direct funds transfer to the credit of an account as 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.
- (4) A constable shall not proceed to the 3rd year of service salary increment until satisfactory completion of the two (2) year probationary period. The application of this provision shall not apply to any employee engaged prior to 6 July 1990.
- (5) Where an employee has previous relevant experience in the Western Australia Police Force the Commissioner may take this into consideration in re-engaging such an employee. The Commissioner has absolute discretion to:
 - (a) exempt the employee from undertaking part or full academy training: and/or
 - (b) waive the requirements for the employee to undertake a period of probation: and/or
 - (c) appoint the employee to a rank and salary which recognises the previous relevant police force experience.
- (6) (a) 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:

$$\frac{\text{Hours worked per fortnight}}{80} \times \frac{\text{Full-time fortnightly salary}}{1}$$
 - (b) Subject to meeting the performance criteria applicable to a full-time employee a part-time employee shall be entitled to all available salary increments, on a pro rata basis by calculating the hours worked by the part-time employee each fortnight as a proportion of eighty (80).

PORCELAIN WORKERS AWARD, 1970 NO. 1 OF 1970

13. - WAGES

- (1) (a) The total rate of pay per week for adult employees including supplementary payments shall be as follows:

	Base Rate	Supplementary Payment	Total Rate
Grade 1 Packer	364.20	142.00	506.20
Grade 2 Fork Lift Operator	357.30	142.00	499.30
Grade 3 Mould Makers (Blocking and Casing) Printer (Hand)	331.30	156.80	488.10
Grade 4 Mould Makers Kiln Personnel	332.30	149.00	481.30
Grade 5 Machine Operators (Auto and Semi) Kiln Personnel (Others) Slipmaker Slipmaker Personnel Silk Screen Maker Caster	326.40	151.40	477.80
Grade 6 Production Attendants	321.60	146.30	467.90

 - (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) Junior Employees
 - (a) (Percentage of total Grade 6 rate per week.)

Under 16 years of age	60
Between 16 and 17 years of age	65
Between 17 and 18 years of age	70
Between 18 and 19 years of age	90
19 years and over	100
 - (b) Junior employees performing production tasks to the same skill and proficiency level as adult employees shall be paid in accordance with subclause (1) of this clause.

(3) LEADING HANDS:

In charge of:

(a)	Not less than three and not more than ten other employees	\$14.90
(b)	More than ten but not more than twenty other employees	\$22.65
(c)	More than twenty other employees	\$29.70

PORT HEDLAND PORT AUTHORITY PORT CONTROL OFFICERS AWARD 1982 NO. A 1 OF 1982

9. - SALARIES AND SALARY RANGES

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.

RANGE 1	ASNA	\$
1st year	5529	32754
2nd year	5633	35206
3rd year	5633	36328
4th year	5633	39031
5th year	5528	40196
RANGE 2		
1st year	5633	39031
2nd year	5528	40196
3rd year	5528	44187
4th year	5528	44187
5th year	5528	45521
RANGE 3		
1st year	5528	40196
2nd year	5528	44187
3rd year	5528	44187
4th year	5528	45521
RANGE 4		
1st year	5528	44187
2nd year	5528	45521

POULTRY BREEDING FARM AND HATCHERY WORKERS' AWARD 1976 NO. R 20 OF 1976

9. - WAGES

The minimum weekly rates of wage payable to employees employed under this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder:

(1)	Poultry Breeding Farms	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$
(a)	General Hand - Maintenance	318.90	142.00	460.90
(b)	General Hand - Other	314.20	142.00	456.20
(2)	Hatcheries General Hand	318.90	142.00	460.90
(3)	Junior Employees - Junior employees shall receive 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
At 20 years of age, adult rates	

- (4) **Leading Hands** \$
 In addition to the ordinary rate of pay, an employee placed in charge of more than 3 other employees shall receive 21.40
- (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.

PRINTING (COMMUNITY NEWSPAPER GROUP) AWARD NO. A 21 OF 1989

9. - 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.

(1) CLASSIFICATION	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
Compositor	488.60	142.00	630.60
Photolithographer	488.60	142.00	630.60
Proof Reader	488.60	142.00	630.60
Keyboard Operator	483.50	142.00	625.50
Artist Designer	488.60	142.00	630.60
General Hand	368.60	142.00	510.60

(2) **Adult Apprentices:**

The rates of wages for an adult apprentice shall be the following percentage of a Compositor's weekly wage:

First year	82 per cent
Second year	87 per cent
Third year	92 per cent
Fourth year	100 per cent

(3) **Apprentices:**

The rate of wages for an apprentice shall be the following percentage of a Compositor's weekly wage:

First year	45 per cent
Second year	60 per cent
Third year	75 per cent
Fourth year	85 per cent

(4) **Junior employees (other than Apprentices, Keyboard Operators and Artist/Designers).**

The rates of wages for a junior employee shall be the following percentage of a General Hand's weekly wage:

At 17 years of age	50 per cent
At 18 years of age	60 per cent
At 19 years of age	70 per cent
At 20 years of age	80 per cent

PRINTING (GOVERNMENT) AWARD, 1990 NO. A 8 OF 1990

10. - RATES OF WAGES

- (1) Subject to this clause, an adult employee in a classification specified in the table set out in subclause (2) hereof (other than an apprentice), shall be paid at the respective total wage per week assigned to that class of work.

(2) CLASSIFICATIONS:	Base Rate \$	Supple- mentary Payment \$	Additional Payment \$	Arbitrated Safety Net Adjustments \$	Total Wage \$	Relativity to Level 4 %
PRINTING WORKER						
Level 1	299.50	42.60	48.20	120.00	510.30	82
Level 2	319.20	45.40	52.30	120.00	536.90	87.4

(2)	CLASSIFICATIONS:	Base Rate \$	Supple- mentary Payment \$	Additional Payment \$	Arbitrated Safety Net Adjustments \$	Total Wage \$	Relativity to Level 4 %
	PRINTING WORKER— <i>continued</i>						
	Level 3A	337.40	48.00	55.00	122.00	562.40	92.4
	Level 3B	354.20	50.40	58.20	122.00	584.80	97
	PRINTING TRADESPERSON						
	Level 4	365.20	52.00	59.60	122.00	598.8	100
	Level 5	383.50	54.50	62.70	120.00	620.7	105
	Level 6	401.70	57.20	65.30	120.00	644.2	110
	Level 7	420.00	59.80	68.90	122.00	670.7	115
	PRINTING OFFICER						
	Level 8	438.30	62.30	71.60	122.00	694.20	120
	Level 9	456.50	65.00	74.20	122.00	717.70	125
	Level 10	474.80	67.50	76.90	122.00	741.20	130
	Level 11	493.00	70.10	80.60	122.00	765.70	135

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) CLASSIFICATION STRUCTURE:

Level	Inclusive of:
1.	General Hand or Pallet Truck Operator Tablehand (bench work)
2.	Tablehand single function machines-drills, staples etc. Printing Machine Assistant Folding Machine Assistant Storeworker/Packer Courier Driver
3a.	Tablehand multi function machines-forms collect-collator stapler-auto sewing machine Van Driver Storeworker Materials handling equipment, VDU Stationery Storeworker Artroom Storeworker
3b.	Small Offset Printer-single unit machine Readers Assistant
4.	Printing Machinist-1 unit Small Offset Printer multi unit and high speed copiers Book Binder and Finisher non electronically programmable machines Senior Tablehand-Confidential Senior Tablehand-Binding Senior Storeperson Senior Packer

Level	Inclusive of:
5.	Desktop Publishing Operator Compositor Graphic Reproducer Proofreader Camera Operator Negative Arranger Platemaker Printing Machinist-2 units Small Offset Printer-Electronic Publishing and high speed copier-binders Hand Binder: Full Bind-Restoration Machine Binder-Collator Stitcher Guillotine Operator-electronically programmable
6.	Typesetter-Wave 4, Intermedia Electronic Publishing-XPS Opticopy Operator Printing Machinist-4 Unit Senior Compositor Senior Reader Senior Graphic Reproducer Senior Printer Senior Rapid Copy Binder Senior Rapid Copy Printer Senior Hand Binder Senior Guillotine Operator
7.	Head Reader Computer System Operator Printing Machinist-6 Units Assistant Supervisor Pre-Press Assistant Supervisor Printing Assistant Supervisor Rapid Copy Assistant Supervisor Binding Assistant Supervisor Stores Binding Line Operator
8.	Graphic Artist
9.	N.A.
10.	N.A.
11.	Senior Graphic Artist

(4) JUNIOR WORKERS:

Where work is performed by a junior the minimum rates of wages shall be the following percentages of the total wage prescribed in subclause (2) hereof for adults performing the same work:

Under 16 years of age	25%
16 to 17 years of age	35%
17 to 18 years of age	45%
18 to 19 years of age	55%
19 to 20 years of age	65%
20 to 21 years of age	75%

thereafter the appropriate adult total wage shall apply.

(5) APPRENTICES:

The minimum rates of wages payable to apprentices shall be the following percentage of a Level 4 Printing Tradesperson's total wage:

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

(6) ADULT APPRENTICES:

The minimum rates of wages payable to adult apprentices shall be the following percentages of a Level 4 Printing Tradesperson's total wage:

First Year	82%
Second Year	87%
Third Year	92%
Fourth Year	100%

(7) DIRT MONEY:

A worker engaged on work of an unusually dirty or offensive nature shall be paid 30 cents per hour or part thereof in addition to the rates otherwise prescribed in this award, with a minimum of four hours work or four hours pay in lieu thereof.

(8) TRAINING ALLOWANCE:

(a) An allowance at the rate of \$7.90 per day will be paid to designated training officers during periods when they are actually engaged in training duties organised by the Training Action Group.

(b) Payment of this allowance for part of a day shall be made in accordance with the provisions of Clause 11. - Mixed Functions of this award.

(c) The Training Action Group will have sole responsibility for designating the employees who qualify to act as training officers and for specifying the periods during which training modules will be implemented.

(9) In calculating the rates of wages prescribed in subclause (2) hereof the resulting amount shall be taken to the nearest ten cents, any part less than five cents is to be disregarded.

THE PRINTING (NEWSPAPER) AWARD 1979 NO. R 23 OF 1979

39. - 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.

(a) SUNDAY TIMES

Classification	Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Wage \$
Adult			
Compositor Displayer	525.80	142.00	667.80
Machine Compositor - Photo Composing	506.60	142.00	648.60
Machine Compositor - Elsewhere	492.70	142.00	634.70
Graphic Reproducer - Multi skilled	500.70	142.00	642.70
Graphic Reproducer - Basic	492.70	142.00	634.70
Hand Compositor	467.00	142.00	609.00
Composing Machine Mechanic - Basic	467.00	142.00	609.00
Composing Machine Mechanic - Skilled	492.70	142.00	634.70
Hand Compositor - Photo Composing	492.70	142.00	634.70
Guillotine Operator	467.00	142.00	609.00
Stereotyper	467.00	142.00	609.00
Reader	467.00	142.00	609.00
Assistant Reader	392.40	142.00	534.40
Printing Machinist	492.70	142.00	634.70
Brake Hand	422.10	144.00	566.10
Publishing Hand A	420.30	144.00	564.30
Publishing Hand B	382.30	142.00	524.30
Newsprint Storeman	398.30	142.00	540.30
General Hand	391.30	142.00	533.30

(b) WEST AUSTRALIAN NEWSPAPERS

Classification	Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Wage \$
Adult			
Compositor Grade 1	523.80	142.00	665.80
Compositor Grade 2 (includes System Mechanics)	492.70	142.00	634.70

Classification	Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Wage \$
Adult—continued			
Graphic Reproducer - Grade 1	500.90	142.00	642.90
Graphic Reproducer - Grade 2	492.70	142.00	634.70
Hand Compositor	467.00	142.00	609.00
Reader	467.00	142.00	609.00
Printing Machinist	467.00	142.00	609.00
Assistant Machinist	400.20	142.00	542.20
Publishing Hand - Grade 1	398.30	142.00	540.30
Publishing Hand - Grade 2	382.30	142.00	524.30
General Hand	371.30	142.00	513.30
(2) Apprentices (per cent of compositors weekly wage)			
(a) Five Year Term	%		
On commencement	35		
First increment	45		
Second increment	60		
Third increment	75		
Fourth increment	85		
(b) Four Year Term	%		
On commencement	45		
First increment	60		
Second increment	75		
Third increment	85		
Subject to the provisions of Clause 28. - Apprentices of this award and to any order made by the Commission the foregoing increments shall accrue annually.			
(3) Cadet Assistant Readers (per cent of Assistant Reader's weekly rate)			
	%		
First year of cadetship	50		
Second year of cadetship	65		
Third year of cadetship	80		
Fourth year of cadetship	95		
Provided that a cadet who, at the date of this award, is receiving more than the amount payable under this subclause shall not have their wage rate reduced.			
(4) Night and intermediate shift loading			
Adult - 17.5% of the hand compositors day work wage rate.			
Apprentices and Cadet Assistant Readers in their final year 17.5% of the hand compositors day work wage rate.			
Other apprentices and cadets five sixths of the night and intermediate shift loading of the adult rate.			
(5) The proportion of general hands to other employees in sections other than the machine rooms and stereotyping room shall not exceed one to four or fraction of four and in the machine rooms and stereotyping room shall not exceed two to three.			

PRINTING AWARD NO. 9 OF 1969

11. - RATE OF WAGES

PART 1 RATE OF WAGES;

An adult employees' minimum award rate of wage is set out in Table A hereof, operative on and from the 4 June 2004.

TABLE A

GROUP LEVEL	BASE RATE \$	SAFETY NET ADJUSTMENT \$	AWARD RATE \$
1	325.40	128.00	453.40
2	342.10	128.00	470.10
3	364.60	128.00	492.60
4	385.50	128.00	513.50
5	417.20	128.00	545.20

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.

Junior and apprentices

Where the work is performed by a junior (other than a junior artist and/or designer or a junior keyboard operator/assembler) not being an apprentice, the minimum rates of wages shall be undermentioned percentages of the wage of an employee working at the rate prescribed for group level 2 of this award for the area in which he is employed:

TABLE B

AGE	% OF LEVEL 2 WAGE
under 16 years of age	30
between 16 and 17 years of age	40
between 17 and 18 years of age	50
between 18 and 19 years of age	60
between 19 and 20 years of age	75
between 20 and 21 years of age	90

Junior keyboard operator/assembler

The minimum rate of wage payable to a junior employed as a keyboard operator/assembler shall be the award rate of wage prescribed for group level 4 for the area in which he is employed.

Apprentice

Where the work is performed by an apprentice, the minimum rates of wages shall be the undermentioned percentages of the wage of a skilled employee working at the rate prescribed for group level 5 for the area in which he is employed:

TABLE C

YEAR	% OF LEVEL 5 WAGE
First	47.5
Second	60.0
Third	72.5
Fourth	87.5

Junior artist and/or designer (including junior commercial artist)

Where the work is performed by a junior artist and/or designer (including a junior commercial artist) the minimum rates of wages shall be undermentioned percentages of the wage of an employee working at the rate prescribed for group level 4 of this award for the area in which he is employed:

TABLE D

AGE	% OF LEVEL 4 WAGE
under 17 years of age	37.5
between 17 and 18 years of age	47.5
between 18 and 19 years of age	60.0
between 19 and 20 years of age	72.5
between 20 and 21 years of age	87.5

Adult apprentice

Where the work is performed by an adult apprentice, the minimum rates of wages shall be the undermentioned percentage of the wage of an employee working at the rate prescribed for group level 5 for the area in which he is employed:

TABLE E

YEAR	% OF LEVEL 5 WAGE
First	82.0
Second	87.0
Third	92.0
Fourth	100.0

An adult apprentice who enters his apprenticeship at an advanced stage pursuant to paragraph 36A(3)(b) of this award, shall be deemed, for the purposes of calculating the appropriate wage rate, to have completed the period by which he has been advanced.

Progress to the next year rate of wage shall occur when the balance of the year to which he has been advanced in his apprenticeship is completed.

Traineeship

Where the work is performed by a small offset printing trainee, a printing production support trainee, a print design trainee and a graphic arts merchants trainee under the terms of Clause 36B. - Traineeships, the wage rate shall be as set out in subclause (2) of that clause.

Calculation of rates in table "B"

The rate prescribed for all employees paid in accordance with the provisions of this table shall be calculated in multiples of 10 cents, amounts less than 5 cents being taken to the lower multiple and amounts of 5 cents or more being taken to the higher multiple.

"Overaward payments" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment", or any other terms whatsoever) which an employee would receive in excess of the "base rate" of pay set out in Table A. Payments such as overtime, shift allowances, penalty rates, disability allowance, fares and travelling time allowance and other ancillary payment of like nature prescribed by this award shall be excluded from the definition.

PART 2 - CLASSIFICATION STRUCTURE

The classification structure relates to an adult employee performing the description of employment set out in the second column below. The Group Level for the adult employee is shown in the third column and the appropriate minimum weekly rate of pay in the fourth column.

	COLUMN 2 DESCRIPTION OF EMPLOYMENT	COLUMN 3 GROUP LEVEL	COLUMN 4 MINIMUM WEEKLY WAGE
a)	Compositor	5	545.20
b)	Keyboard Operator	4	513.50
c)	Proof Reader	4	513.50
d)	Proof Readers' Assistant	2	470.10
e)	Printing Machinist	5	545.20
f)	Artist/Designer	4	513.50
g)	Graphic Reproducer	5	545.20
	(i) Image Preparer		
	(ii) Plate Preparer		
	(iii) Cylinder Preparer		
h)	Small Offset Machinist	4	513.50
i)	Non Impact Printing Machinist (including Electronic and Laser Printing Machine Operator)	4	513.50
j)	Binder/Finisher	5	545.20
k)	Employee employed directly in connection with stationery, system work, addressograph work, paper products	2	470.10
l)	Feeder on any machine	2	470.10
m)	Storeperson	3	492.60
n)	Screen Printing:		
	(i) Stencil Preparer	5	545.20
	(ii) Power Driven Screen Printing Machine Operator	3	492.60
	(iii) Screen attendant	2	470.10
o)	An employee not otherwise specified	1	453.40

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.

PART 3 - STRUCTURAL EFFICIENCY**(1) Broadbanding**

Arising out of the decision of 8 September 1989 in the State Wage Case 69 WAIG 2913 and in consideration of the wage increase resulting from broadbanding of classifications of the rates of pay operative from the beginning of the first pay period to commence on or after 10 November 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions. This shall not mean that employees will be required to perform work for which an employee has not been trained.

(2) Commitment

The parties to this Award are committed to the implementation of a new wage and classification structure, classification definitions and in creating appropriate relativities between different employee skill levels within the Award. In making this commitment the parties:

- (a) Accept in principle to move constructively and rapidly to the development of a single trade stream for the pre-press area leaving a new structure of three trade streams, pre-press, press and post-press allowing for the broadening of the skill and work of employees in the context of appropriate training provisions. As part of this process employees in trade peripheral to their main tasks or functions. This shall not mean that employees be required to perform work for which an employee has not been trained.
- (b) Accept in principle a new Printing Award structure in which descriptions of job functions will be more broadly based and generic in nature.
- (c) Undertake that subject to agreement at enterprise level, employees are to undertake training for the wider range of duties for access to higher classifications.

- (d) Agree not to create barriers to advancement of employees through access to proper accredited training and the advancement of employees through the new structure.
- (e) Will co-operate in the transition from the existing wage and classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disruption.
- (3) Award modernisation
- (a) The parties to this Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the Graphic Arts Industry and to enhance the career opportunities and job security of employees in the industry.
- (b) At each plant or enterprise, an employer, the employees and the Union shall establish participative/consultative mechanisms and procedures appropriate to the size, structure and needs of that enterprise. Measures raised by the employer, the employees or Union for consideration consistent with the objectives of paragraph (a) herein shall be processed through that participative/consultative mechanism and procedure.
- (c) Measures raised for consideration consistent with paragraph (b) herein shall be related to the implementation of the new classification structure, the facilitative provisions contained in this Award.
- (d) Without limiting the rights of either an employer of 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 Western Australian Industrial Relations Commission and by agreement of the parties involved shall be implemented subject to the following requirements:
- (i) The changes sought shall not affect provisions reflecting 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 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.
- (e) Any disputes arising in relation to the implementation of paragraphs (b) to (d) herein shall be subject to the provisions of Clause 51. - Settlement of Disputes, of this Award.

PART 4 - INDEXATION OF OVERAWARD PAYMENTS

It is recommended that in accordance with the Commission's decisions dated 23 September 1983 and 27 October 1983 in the National Wage Case, in circumstances where the wage rates prescribed by this Award are increased by order of a Full Bench of the Commission to reflect movements in the Consumer Price Index as a result of National Wage/Wage Indexation cases employers party to the Award should apply the indexation increase to an employee's actual rate of pay as defined hereunder unless the Commission in the National Wage/Wage Indexation case concerned indicates an attitude that overaward payments should not be so adjusted.

"Actual rate of pay" is defined as the total amount an employee would normally receive for performing 38 hours of ordinary work. Provided that such rate shall expressly exclude overtime, penalty rates, fares and travelling time allowance, and any other ancillary payments of like nature. Provided further that this definition shall not include production bonuses and other methods of payments by results which by virtue of their basis of calculation already produce the results intended by this clause.

36B. - TRAINEESHIPS

The terms of the National Training Wage Interim Award 1994, as varied, shall apply to Traineeships under this clause subject to the following provisions of this clause.

- (1) (a) This clause applies to Traineeships Agreements in the following:
Small Offset Printing Traineeship.
- (b) For the purposes of this subclause "Traineeship Agreement" means an agreement made subject to the terms of the National Training Wage Interim Award 1994 between an employer and the trainee for a Traineeship and which is registered with the relevant State or Territory Training Authority, NETTFORCE, or under the provisions of the appropriate State or Territory legislation. A Traineeship Agreement shall be made in accordance with the relevant approved Traineeship Scheme and shall not operate unless this condition is met.
- (2) Wages

The weekly wages payable to trainees shall be the same as provided in the aforementioned National Training Wage Interim Award 1994 for work defined at industry/skill level B as set out in the following table:

School Leaver	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	140.00 (50%)	172.00 (33%)	229.00
	163.00 (33%)	195.00 (25%)	
plus 1 year out of school	195.00	229.00	262.00
plus 2 years	229.00	262.00	307.00
plus 3 years	262.00	307.00	350.00
plus 4 years	307.00	350.00	
plus 5 years	350.00		

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.

(3) Supersession

Any former award provision for the Australian Traineeship System (ATS) or the Career Start Traineeship (CST) shall not apply to any employer except in relation to ATS or CST trainees who commenced a traineeship with the employer before the employer was subject to the application for this clause.

PRIVATE HOSPITALS EMPLOYEES' AWARD, 1972 NO. 27 OF 1971

34. - 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 \$	Minimum Weekly Rate \$
HOSPITAL WORKER LEVEL 1:			
Comprehends the following classes of work:			
Car Park 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			
Maintenance Employee			
1st year of employment	369.80	142.00	511.80
2nd year of employment	374.30	142.00	516.30
3rd year of employment and thereafter	378.30	142.00	520.30
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	375.00	142.00	517.00
2nd year of employment	379.80	142.00	521.80
3rd year of employment and thereafter	384.10	142.00	526.10
HOSPITAL WORKER LEVEL 3:			
Comprehends the following classes of work:			
Shaving Orderly			
Theatre Assistant			
Security Attendant			
Theatre Orderly			
Call Room Orderly			
Menu Assistant			
Gardener (Herbicide and Propagator)			
Machinist (who cuts and fits)			
Boiler Firing Orderly			
CSSD Assistant (1st year of employment)			
TSSU Assistant (1st year of employment)			
Maintenance Employee			
1st year of employment	383.80	142.00	525.80
2nd year of employment	388.20	142.00	530.20
3rd year of employment and thereafter	392.30	142.00	534.30

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
HOSPITAL WORKER LEVEL 4:			
Comprehends the following classes of work:			
TSSU Assistant (2nd, 3rd year of employment and thereafter rate)			
CSSD Assistant (2nd, 3rd year of employment and thereafter rate)			
Cook (other)			
1st year of employment	389.00	142.00	531.00
2nd year of employment	393.60	142.00	535.60
3rd year of employment and thereafter	397.30	142.00	539.30
HOSPITAL WORKER LEVEL 5:			
Comprehends the following classes of work:			
Cook (only) one employed			
Storeperson Driver (under 3 tonnes)			
1st year of employment	404.00	142.00	546.00
2nd year of employment	407.60	142.00	549.60
3rd year of employment and thereafter	411.30	142.00	553.30
HOSPITAL WORKER LEVEL 6:			
Comprehends the following classes of work:			
Driver (over 3 tonnes)			
Bus Driver (less than 25 passengers)			
Canteen Supervisor			
1st year of employment	407.80	142.00	549.80
2nd year of employment	411.30	142.00	553.30
3rd year of employment and thereafter	414.80	142.00	556.80
HOSPITAL WORKER LEVEL 7:			
Comprehends the following classes of work:			
Bus Driver (over 25 passengers)			
Second Cooks			
1st year of employment	417.30	144.00	561.30
2nd year of employment	422.20	144.00	566.20
3rd year of employment and thereafter	426.40	144.00	570.40
HOSPITAL WORKER LEVEL 8:			
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	144.00	584.10
2nd year of employment	445.00	144.00	589.00
3rd year of employment and thereafter	448.50	144.00	592.50
HOSPITAL WORKER LEVEL 9:			
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	144.00	598.80
2nd year of employment	459.10	144.00	603.10
3rd year of employment and thereafter	462.90	142.00	604.90

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$	
HOSPITAL WORKER LEVEL 10:				
Comprehends the following classes of work:				
Chef				
	1st year of employment	475.50	142.00	617.50
	2nd year of employment	481.90	142.00	623.90
	3rd year of employment and thereafter	488.00	142.00	630.00
(2)	(a) Play Supervisor (Lady Lawley Cottage)			
	1st year of employment	366.20	142.00	508.20
	2nd year of employment	403.80	142.00	545.80
	3rd year of employment and thereafter	424.60	144.00	568.60
	(b) Supervisor (Lady Lawley Cottage)	445.30	144.00	589.30
(3)	Junior Hospital Employees			
	The minimum rate of wage payable to Junior Hospital Employees shall be the following percentage of the prescribed wage for an adult employee in her first year of employment doing the same class of work.			
		%		
	Under 17 years of age	60		
	At 17 years of age	70		
	At 18 years of age	80		
	At 19 years of age	100		
(4)	General Conditions:			
	(a)	The ordinary wages of any employee, placed in charge of three or more employees, shall be increased by \$17.50 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 nineteen years of age and over, service prior to attaining the age of nineteen 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 twenty five percent over the rates specified in this clause.		
	(d)	The hourly rate of wage for each employee shall be calculated by dividing the weekly rate herein expressed as follows:		
	(i)	for an employee working an average of 38 hours per week by dividing the weekly rate herein expressed by 40; or		
	(ii)	for an employee actually working 38 hours by dividing the weekly rate herein expressed by 38; or		
	(iii)	for an employee employed in a classification prescribed in subclause (2) of this clause by dividing the weekly rate therein expressed by 37.5.		
(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.			

PSYCHIATRIC NURSES' (PUBLIC HOSPITALS) AWARD 1973 NO. 14 OF 1973

17. - RATES OF PAY AND ALLOWANCES

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 over award except when consistent with the State Wage Principles.

(1) The minimum rate of wages per week payable to Registered Mental Health Nurses and Enrolled Mental Health Nurses under this Award shall be paid the weekly wages as set out hereunder with effect on and from the 4 June 2004.

	\$ Per Week	ASNA	TOTAL		
(a)	Mental Health Nurse				
	(i)	Level 1			
		1st year of service	445.10	104.00	549.10
		2nd year of service	458.10	106.00	564.10
		3rd year of service	476.50	106.00	582.50

	\$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse			
(i) Level 1— <i>continued</i>			
4th year of service	495.30	106.00	601.30
5th year of service	509.60	104.00	613.60
6th year of service	526.60	104.00	630.60
7th year of service	547.00	104.00	651.00
(ii) Level 2			
1st year of service	581.00	106.00	687.00
2nd year of service	597.00	106.00	703.00
3rd year of service	619.60	106.00	725.60
(iii) Level 3			
1st year of service	667.00	104.00	771.00
2nd year of service	686.10	104.00	790.10
3rd year of service	702.40	104.00	806.40
(iv) Community/Clinic Psychiatric Nurses	523.30	104.00	627.30
(b) (i) Progression through the increments for a registered nurse classified at Level 1 shall occur by annual increments.			
(ii) Progression for all other classifications for which there is more than one wage point, shall be by annual increments, subject to a satisfactory performance appraisal.			
(c) Where an employee is appointed to a position, previous relevant nursing experience at that level, or in a similar level under a differing career structure, shall be taken into account for determining the appropriate increment level.			
(d) The onus of proof of previous experience shall rest with the employee.			
Provided that an employee returning to the profession after an absence greater than five years shall commence at the first increment of Level 1 for a period of three months. During this time the employee shall be reviewed by an assessment panel. Upon satisfactory review she/he shall move to a level and increment as determined by the panel's assessment. An employee who fails to satisfy the panel of her/his competency to progress through the Level 1 increments or into another level as the case may be, may apply for reassessment by an assessment panel after a period of 12 months from the date of employment.			
(2) Enrolled Mental Health Nurse			
	\$ Per Week	ASNA	TOTAL
1st year of service	399.20	104.00	503.20
2nd year of service	407.50	104.00	511.50
Thereafter	416.30	104.00	520.30
(3) A Psychiatric Nurse who is in charge of a ward, department or floor during the off duty period of a Charge Nurse as defined under the Nurses (Public Hospitals) Award 1988, as varied shall be paid an allowance equivalent to the difference between the ordinary daily rate of a Registered General Nurse on the thereafter rate and the ordinary daily rate of a first year Charge Nurse under the Nurses (Public Hospitals) Award.			
(4) For the purpose of fixing the rate of wage to be paid to an employee, the Director of Nursing shall take into account previous psychiatric nursing experience in hospitals covered by this award and also previous psychiatric nursing experience in hospitals not covered by this award.			
(5) All ordinary time worked on any shift in excess of ten hours shall be paid for at the rate of time and a half.			
(6) In addition to the ordinary wages prescribed in this clause special allowances as set out in this subclause shall be paid to nurses as follows:			
(a) A nurse holding a post basic qualification obtained from a recognised college of nursing, university or college of advanced education or TAFE and required in his/ her employment:			
	\$ Per Week		
(i) Six months' study	19.40		
(ii) 12 months' study	32.40		
(b) A nurse holding a post basic qualification recognised by the Nurses' Board of Western Australia and required in his/her employment:			
(i) Six months' study	10.80		
(ii) 12 months' study	15.00		
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.			

PUBLIC SERVICE AWARD 1992 NO. PSAA 4 OF 1989**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	11355	2894	14249
17 years	13270	3383	16653
18 years	15480	3945	19425
19 years	17918	4567	22485
20 years	20122	5129	25251
1.1	22104	5634	27738
1.2	22756	5634	28390
1.3	23407	5634	29041
1.4	24054	5739	29793
1.5	24705	5739	30444
1.6	25356	5739	31095
1.7	26105	5635	31740
1.8	26623	5635	32258
1.9	27389	5635	33024
Level 2			
2.1	28306	5635	33941
2.2	29009	5635	34644
2.3	29748	5635	35383
2.4	30529	5635	36164
2.5	31346	5635	36981
Level 3			
3.1	32469	5635	38104
3.2	33344	5635	38979
3.3	34246	5635	39881
3.4	35172	5530	40702
Level 4			
4.1	36442	5530	41972
4.2	37437	5426	42863
4.3	38461	5426	43887
Level 5			
5.1	40433	5426	45859
5.2	41766	5426	47192
5.3	43151	5426	48577
5.4	44588	5426	50014
Level 6			
6.1	46899	5426	52325
6.2	48470	5426	53896
6.3	50096	5426	55522
6.4	51832	5426	57258
Level 7			
7.1	54494	5426	59920
7.2	56336	5426	61762
7.3	58340	5426	63766
Level 8			
8.1	61597	5426	67023
8.2	63930	5426	69356
8.3	66823	5426	72249
Level 9			
9.1	70436	5426	75862
9.2	72877	5426	78303
9.3	75661	5426	81087
Class 1	79871	5426	85297
Class 2	84081	5426	89507
Class 3	88289	5426	93715
Class 4	92499	5426	97925

- (3) Salary increases resulting from State Wage Case Decisions are calculated for those officers under the age of 21 years employed at Level 1 by dividing the current junior annual salary by the current Level 1.1 annual salary and multiplying the result by the new Level 1.1 annual salary which includes the State Wage Case increase. The following formula is to be applied:

$$\begin{array}{rclcl} \text{Current junior rate} & & & & \\ \text{Current Level 1.1 rate} & \times & \text{New Level 1.1 rate} & = & \text{New junior rate} \end{array}$$

SCHEDULE B. – SALARIES – SPECIFIED CALLINGS

- (1) Officers, who possess a relevant tertiary level qualification, or equivalent determined by the Executive Director, Labour Relations, Department of Consumer and Employment Protection, 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, Superintendent of Education, Therapist (Occupational, Physio or Speech), Veterinary Scientist, or any other professional calling determined by the Executive Director, Labour Relations, Department of Consumer and Employment Protection, shall be entitled to annual salaries as follows:

Level	Salary Per Annum	Arbitrated Safety Net \$	Total Salary Per Annum \$
Level 2/4			
1st year	28306	5635	33941
2nd year	29748	5635	35383
3rd year	31346	5635	36981
4th year	33344	5635	38979
5th year	36442	5530	41972
6th year	38461	5426	43887
Level 5			
1st year	40433	5426	45859
2nd year	41766	5426	47192
3rd year	43151	5426	48577
4th year	44588	5426	50014
Level 6			
1st year	46899	5426	52325
2nd year	48470	5426	53896
3rd year	50096	5426	55522
4th year	51832	5426	57258
Level 7			
1st year	54494	5426	59920
2nd year	56336	5426	61762
3rd year	58340	5426	63766
Level 8			
1st year	61597	5426	67023
2nd year	63930	5426	69356
3rd year	66823	5426	72249
Level 9			
1st year	70436	5426	75862
2nd year	72877	5426	78303
3rd year	75661	5426	81087
Class 1	79871	5426	85297
Class 2	84081	5426	89507
Class 3	88289	5426	93715
Class 4	92499	5426	97925

QUARRY WORKERS' AWARD 1969 NO. 13 OF 1968

27. - WAGES

- (1) (a) The wage rate per week payable to employees under this award shall be as follows:
- | | \$ | ASNA | TOTAL |
|-------------------------|--------|--------|--------|
| Quarry Employee Level 5 | 363.70 | 104.00 | 467.70 |
| Quarry Employee Level 4 | 377.70 | 104.00 | 481.70 |
| Quarry Employee Level 3 | 392.90 | 104.00 | 496.90 |
| Quarry Employee Level 2 | 397.80 | 104.00 | 501.80 |
| Quarry Employee Level 1 | 407.10 | 104.00 | 511.10 |

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.

(b) Classification Definition

Each quarry employee shall be classified in one of the levels outlined in subclause (1)(a) hereof, according to the skills used and the work undertaken by the employee in performing the major and substantial portion of their duties.

The definition of each classification is as follows:

(i) Quarry Employee Level 5

Works at "entry level" into the quarry operation, carries out general labouring duties in the quarry, assists quarry employees at higher levels.

(ii) Quarry Employee Level 4

Carries out work such as: plant attendant, gardener, assists quarry employees at higher levels and trains quarry employees at up to Level 4.

(iii) Quarry Employee Level 3

Carries out work such as: crusher feeder operator, train loader operator, pugmill operator, assists quarry employees at higher levels, and trains quarry employees at up to Level 3.

(iv) Quarry Employee Level 2

Carries out work such as: tool sharpener duties, assists quarry employees at higher levels and trains quarry employees at up to Level 2.

(v) Quarry Employee Level 1

Carries out work such as: machine drill operator, powder monkey duties, trains quarry employees at up to Level 1.

(c) General Duties

Quarry employees may be required by the employer, provided that they are competent to do so, to work in a higher level as defined in paragraph (1)(b) of this clause, with a view to enhancing the employment opportunities open to employees under this award.

In addition to the above, quarry employees at all levels may be required by the employer to carry out such duties within the levels of paragraph (1)(b) of this clause that are within the limits of the employee's skill, competence and training.

Such duties shall also include any duties that are incidental or peripheral to their main tasks or functions and shall also include those duties that are within the normal custom and practice of the quarry concerned.

In the event of a dispute as to what the normal custom and practice is, it shall be dealt with under the Dispute Settlement Procedure as provided for in Clause 30 of this award.

(2) Leading Hands: In addition to the appropriate margin prescribed in this subclause, a Leading Hand shall be paid:

	\$
(a) If placed in charge of not less than three and not more than ten other employees	16.20
(b) If placed in charge of not less than ten and not more than 20 other employees	26.00
(c) If placed in charge of more than 20 other employees	32.20

(3) A casual employee shall be paid 20 per cent in addition to the ordinary rate.

(4) Cookhouse Personnel:	\$	ASNA	TOTAL
(a) Head Cook	392.10	104.00	496.10
Wage rate loading for broken shifts			8.10
Assistant Cook	378.10	104.00	482.10
Wage rate loading for broken shifts			6.70

(b) All time worked by employees in the mess outside the ordinary hours as agreed and arranged in accordance with subclauses (1) and (2) of Clause 7 - Hours (other than continuous shift workers) and subclause (1) of Clause 10 - Continuous Shift Workers of this award shall be deemed overtime and paid for at the rate of time and one half. Provided that overtime in excess of four hours in any one week shall be paid for at the rate of double time.

(c) All time worked during ordinary hours on a Saturday or Sunday, shall be paid for at the rate of time and one half.

(d) All time worked during ordinary hours on a holiday as prescribed in Clause 15 - Holidays of this award shall be paid for at the rate of double time.

(5) Quarry Work Allowance:

In addition to the above an allowance of \$14.90 per week shall be paid to compensate for dust, general climate conditions and all other disabilities involved in quarry work.

(6) 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

QUADRIPLÉGIC CENTRE AWARD NO. A 1 OF 1993

27. - WAGES

PART A

The minimum rate of wage payable under this award for Enrolled Nurses and Nursing Assistants shall be as follows:

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments Per Week \$	Total Per Week \$
(1) Enrolled Nurse Level One			
1st year of employment	418.80	144.00	562.80
2nd year of employment	423.80	144.00	567.80
3rd year and employment and thereafter	434.70	144.00	578.70
(2) Nursing Assistant (at 19 years of age and over)			
1st year of employment	377.40	142.00	519.40
2nd year of employment	387.80	142.00	529.80
3rd year of employment and thereafter	398.30	142.00	540.30
(3) 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 (4) 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%		
(4) (a) Any employee who has passed the examination for registration prescribed by the Nurses' Board of WA 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 WA, 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 \$10.15 per week when a Registered Enrolled Nurse has obtained a second post basic certificate approved by the Nurses' Board of WA, and he/she is required to use the knowledge gained in that certificate as part of his/her employment.
- (5) 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 the Centre 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 or certificates referred to in Part C, paragraph (c) of subclause (1) 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:
- (i) 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.
- (ii) Six year but less than eight year break in service - at second year of employment rate.
- (iii) Greater than eight year break in service - at the first year of employment rate.

PART B

- (1) The minimum rate of wage for employees other than Enrolled Nurses and Nursing Assistants payable under this Award shall be as follows:

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments Per Week \$	Total Per Week \$
LEVEL 1			
Cleaner			
Domestic			
Catering Attendant			
All other employees			
1st year of employment	369.50	142.00	511.50
2nd year of employment	374.10	142.00	516.10
3rd year of employment and thereafter	378.00	142.00	520.00
LEVEL 2			
Handyperson			
1st year of employment	383.40	142.00	525.40
2nd year of employment	388.00	142.00	530.00
3rd year of employment and thereafter	392.00	142.00	534.00
LEVEL 3			
Senior Food Service Attendant			
Cleaning Services Supervisor			
1st year of employment	399.10	142.00	541.10
2nd year of employment	403.90	142.00	545.90
3rd year of employment and thereafter	408.30	142.00	550.30
LEVEL 4			
Tradesperson Cook			
1st year of employment	445.10	144.00	589.10
2nd year of employment	451.10	144.00	595.10
3rd year of employment and thereafter	457.00	144.00	601.00

- (2) Junior Employees:

The minimum rate of wage payable to junior employees shall be the following percentage of the prescribed wage during the first year of employment for an adult employee doing the same class of work.

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

The percentage outlined above will also apply for the purpose of calculating the shift penalty loading payable pursuant to clauses 16, 17, 21 and 22 of this award.

PART C

General Conditions:

- (1) (a) Casual employees shall be paid at the rate of 20 percent in addition to the rates prescribed in this Award.
- (b) Except where this clause specifies classifications which require the employee to be in charge of other employees, any employee who is placed in charge of:
- (i) not less than three and not more than 10 other employees shall be paid \$17.30 per week in addition to the ordinary wage prescribed by this clause;
 - (ii) more than 10 and not more than 20 other employees shall be paid \$25.90 per week in addition to the ordinary wage prescribed by this clause;
 - (iii) more than 20 other employees shall be paid \$34.50 per week in addition to the ordinary wage prescribed by this clause.
- (c) 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.
- (d) 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 or public holidays shall be adjusted to reflect the relationship which the additional payment bears to the amount of \$457.65 as at the 1st January, 1990.
- (e) (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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
 - (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
 - (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
 - (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.
- (b) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (c) Where in an Award an additional rate is expressed as a percentage, fraction, multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this Award for the actual year of the apprenticeship.

- (d) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by the Award for an adult apprentice in force immediately prior to 5 June 2003.
- (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.

R.A.C. ROAD, MECHANICAL AND FLEET SERVICES AWARD 1999 NO. A 14 AND 1235 OF 1988

PART II - ROAD SERVICE EMPLOYEES

23. - WAGES

- (1) The weekly base rate for Road Service Employees shall be:

Title	Classification	Base Rate \$	Arbitrated Safety Net Adjustment	Award Rate
RAC Level 2 (100%)	Road Service Employee - Introductory	417.20	144.00	561.20
RAC Level 3 (106.1%)	Road Service Employee	442.50	144.00	586.50
RAC Level 3(i) (109.1%)	Road Service Employee (i)	455.16	144.00	599.16
RAC Level 4 (115%)	Senior Patrol	479.78	142.00	621.78
RAC Level 4(i) (118%)	Senior Patrol (i)	492.30	142.00	634.30

- (2) Notwithstanding the rate expressed in subclause (1) hereof a Road Service Employee working shifts shall be paid a weekly rate of pay to be known as the "composite rate of pay" which shall be an amount equal to the weekly base rate plus the average of the amount payable for shift and weekend penalties worked by a Road Service Employee for the period of the roster provided that the rate expressed in this clause shall be automatically adjusted according to variations from time to time in the shift roster.
- (3) Road Service Employees holding the IAME Certificate shall be paid an additional \$2.00 per week.
- (4) The service payment being paid to Road Service Employees who were employed prior to 1 August 1996 shall be frozen from that date and no further increases shall be paid. Road Service Employees employed on or after 1 August 1996 shall not be entitled to the service payment.
- (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.

PART III - MECHANICAL SERVICES

31. - WAGES

- (1) The weekly rate for Mechanical Services employees shall be:

Title	Classification	Base Rate \$	Arbitrated Safety Net Adjustment	Award Rate
(a) RAC Level 5 (125.1%)	Mechanical Services Employee	522.10	142.00	664.10
(b) RAC Level 5(i) (128.1%)	Mechanical Services Employee (i)	534.43	142.00	676.43
(c) RAC Level 5A (125.1%)	Multi-skilled Employee	522.10	142.00	664.10
(d) RAC Level 5A(i) (128.1%)	Multi-skilled Employee (i)	534.43	142.00	676.43
(e) RAC Level 6 (131.0%)	Senior Inspector	546.50	142.00	688.50
(f) RAC Level 6(i) (134.0%)	Senior Inspector (i)	559.05	142.00	701.05

- (2) The service payment being paid to Mechanical Services Employees who were employed prior to 1 August 1996 shall be frozen from that date and no further increases shall be paid. Employees employed on or after 1 August 1996 shall not be entitled to the service payment.
- (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.

PART IV – FLEET MAINTENANCE

37. - WAGES

- (1) The weekly base rate for Fleet Maintenance Employees shall be:-

(a) Classification	\$			
Classification	Base Rate	Arbitrated	Award Rate	
	\$	Safety Net		
		Adjustment		
RAC Level 1 (99.9%)	416.78	144.00	560.78	
RAC Level 3 (106.1%)	442.50	144.00	586.50	
RAC Level 3(i) (109.1%)	455.16	144.00	599.16	
RAC Level 5 (125.1%)	522.10	142.00	664.10	

- (2) APPRENTICES

Wage per week expressed as a percentage of the R.A.C. Level 1 Award 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

- (3) The service payment being paid only to Fleet Maintenance Employees who were employed prior to 1 August 1996 shall be frozen from that date and no further increases shall be paid. Employees employed on or after 1 August 1996 shall not be entitled to the service payment.

- (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.

RADIO AND TELEVISION EMPLOYEES' AWARD NO. R 3 OF 1980

29. - WAGES

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

(a) Adults	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Radio-Television Serviceperson (Grade 1)	448.20	144.00	592.20
Radio-Television Serviceperson	418.90	144.00	562.90
Car Radio Installer	353.30	142.00	495.30
Antenna and/or Television Installer	353.30	142.00	495.30
Assembler	340.60	142.00	482.60

- (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) Leading Hands:

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 more than ten other employees	20.84
(b) If placed in charge of more than ten and not more than twenty other employees	31.90
(c) If placed in charge of more than twenty other employees	41.06

- (3) Apprentices:
(Wage per week expressed as a percentage of the rate per week for a "radio-television serviceperson" set out in subclause (1) of this clause).
- | | | |
|-----|------------------------------|----|
| (a) | Five Year Term - | % |
| | First Year..... | 40 |
| | Second Year..... | 48 |
| | Third Year..... | 55 |
| | Fourth Year..... | 75 |
| | Fifth Year..... | 88 |
| (b) | Four Year Term - | % |
| | First Year..... | 42 |
| | Second Year..... | 55 |
| | Third Year..... | 75 |
| | Fourth Year..... | 88 |
| (c) | Three and A Half-Year Term - | |
| | First six months..... | 42 |
| | Next Year..... | 55 |
| | Next Year..... | 75 |
| | Final Year..... | 88 |
| (d) | Three Year Term - | |
| | First Year..... | 55 |
| | Second Year..... | 75 |
| | Third Year..... | 88 |
- (4) 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 | 75 |
| | Between 20 and 21 years of age | 90 |
- (5) (a) Where an employer does not provide a Serviceperson, Installer, Assembler or an apprentice with the tools ordinarily required by that Serviceperson, Installer, Assembler or apprentice in the performance of his/her work as a Serviceperson, Installer, Assembler or as an apprentice the employer shall pay a tool allowance of:-
- \$11.56 per week to such Serviceperson, Installer or Assembler; or
 - In the case of an apprentice a percentage of \$11.56 being the percentage which appears against his/her year of apprenticeship in subclause (3) of this Clause,
- for the purpose of such Serviceperson, Installer, Assembler or apprentice supplying and maintaining tools ordinarily required in the performance of his/her work as a Serviceperson, Installer, Assembler 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 his/her employer if lost through his/her negligence.
- (6) Casual Employees:
An employee engaged as a casual employee or an employee employed for less than one month whose employment is terminated for reasons other than misconduct shall be paid twenty per cent in addition to the rate prescribed for his/her classification.
- (7) Structural Efficiency
- 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. 1750 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
 - The parties to the Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the radio and television industry and to enhance the career opportunities and job security of employees in the industry.
 - 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 33. - 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 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.
- (f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 32. - 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 the 21st November 1990

RAILWAY EMPLOYEES' AWARD NO. 18 OF 1969

44. - CLASSIFICATION STRUCTURE AND 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.

(1) (a) Table of Classifications

Level	Relativity	Workshops And Supply		Freight And Passenger Operations				
		Trades	Non-Trades	Engineering		Operations	Urban Passenger	Country Passenger
				Civil & Electrical Systems	Motive Power			
Level 10	135%	Advanced Tradesperson						
Level 9	130%	Advanced Tradesperson						
Level 8	125%	Advanced Tradesperson						
Level 7	115%	Tradesperson Special Class						
Level 6	110%	Tradesperson Special Class		Advanced Maintainer		Operations Employee	Senior Passenger Service Assistant	Senior Passenger Assistant
Level 5	105%	Tradesperson		Advanced Maintainer	Railway Vehicle Maintainer	Operations Employee	Passenger Service Assistant Chief Suburban Rail Attendant	Passenger Assistant
Level 4	100%	Tradesperson	Workshops Production Employee	Senior Maintainer	Railway Vehicle Maintainer			
Level 3a	96.9%		Workshops Production Employee	Maintainer	Railway Vehicle Maintainer	Operations Employee		

Level	Relativity	Workshops And Supply			Freight And Passenger Operations			
		Engineering						
		Trades	Non-Trades	Civil & Electrical Systems	Motive Power	Operations	Urban Passenger	Country Passenger
Level 3	93.6%		Workshops Production Employee	Maintainer	Railway Vehicle Maintainer	Operations Employee	Suburban Rail Attendant	Passenger Assistant
Level 2	89.01%		Workshops Production Employee	Maintainer	Railway Vehicle Maintainer	Operations Employee	Suburban Rail Attendant	Passenger Assistant
Level 1	84.2%		Workshops Production Employee	Maintainer	Railway Vehicle Maintainer	Operations Employee	Suburban Rail Attendant	Passenger Assistant
	(b)	(i)	The classification of "Tradesperson" includes, at the appropriate levels, the trade streams of Fabrication, Mechanical, Electrical/Electronic and Timber & Allied.					
		(ii)	Workers may be employed as tradesperson in the Workshops and Supply and in the Freight and Passenger Operations Divisions.					

(2) Rates of Pay

(a) The following rates of pay shall apply to the classifications contained in paragraph (1)(a) of this clause:

LEVELS	BASE RATE \$	SAFETY NET ADJUSTMENT \$	TOTAL RATE \$
Level 10	588.60	142.00	730.60
Level 9	566.80	142.00	708.80
Level 8	545.00	142.00	687.00
Level 7	501.40	142.00	643.40
Level 6	479.60	142.00	621.60
Level 5	457.80	144.00	601.80
Level 4	436.00	144.00	580.00
Level 3A	422.50	144.00	566.50
Level 3	408.10	142.00	550.10
Level 2	388.10	142.00	530.10
Level 1	367.10	142.00	509.10

(b) Experience Allowance

Employees classified at levels 4 to 7 inclusive shall be paid the following experience allowance:

After 12 months' service with the employer	\$3.70
After 24 months' service with the employer	\$7.30

(3) General

The following rates of pay shall apply to employees employed in the following classifications:

Item No.	DESIGNATION	BASE RATE \$	SAFETY NET ADJUSTMENT \$	TOTAL RATE \$
11	Driver: Motor Truck			
	(a) Non-articulated: In excess of 9 tonnes capacity	460.10	144.00	604.10
	(b) Articulated:			
	(i) Over 9 tonnes capacity but under 21 tonnes	468.30	142.00	610.30
	(ii) 21 tonnes capacity and over but under 25 tonnes	474.60	142.00	616.60
	(iii) 25 tonnes capacity and over	479.50	142.00	621.50
12	Driver: Commissioner's Car	465.90	142.00	607.90
13	Attendant - Central Registry	383.40	142.00	525.40
14	Office Cleaner (rate includes allowance in lieu of long service leave)	10.31197	3.93	14.24197
	Leading Hand Office Cleaners shall be paid the following allowances:			
	(i) Perth		\$12.10 per week	
	(ii) Midland		\$8.40 per week	

- (4) Junior Employees and Junior Station Assistants shall be paid at the rate of the following percentage of the appropriate rate prescribed for Level 1 in paragraph (2)(a) of this clause:

	%	BASE RATE \$	SAFETY NET ADJUSTMENT \$	TOTAL RATE \$
Up to 16 years	41	150.51	58.22	208.73
At 16 years	51	187.22	72.42	259.64
17 years	58	212.92	82.36	295.28
18 years	69	253.30	97.98	351.28
19 years	79	290.01	112.18	402.19
20 years	90	330.39	127.80	458.19

Provided that juniors aged 18 years and over who are employed in adult positions shall be paid at the Award rate for the position occupied.

- (5) Apprentices:

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

Five year term:	%	BASE RATE \$	SAFETY NET ADJUSTMENT \$	TOTAL RATE \$
First Year	40	174.40	57.60	232.00
Second Year	48	209.28	69.12	278.40
Third Year	55	239.80	79.20	319.00
Fourth Year	75	327.00	108.00	435.00
Fifth Year	88	383.68	126.72	510.40
Four year term:				
First Year	42	183.12	60.48	243.60
Second Year	55	239.80	79.20	319.00
Third Year	75	327.00	108.00	435.00
Fourth Year	88	383.68	126.72	510.40
Three and a half year term:				
First six months	42	183.12	60.48	243.60
Next Year	55	239.80	79.20	319.00
Next following year	75	327.00	108.00	435.00
Final Year	88	383.68	126.72	510.40
Three year term:				
First Year	55	239.80	79.20	319.00
Second Year	75	327.00	108.00	435.00
Third Year	88	383.68	126.72	510.40

(EDIT NOTE: The rates above are based on the L4 tradesman rate previous in this clause.)

- (b) For the purpose of this part "tradesperson's rate" means the rate of pay payable to an adult male fitter under the Engineering Trades (Government) Award numbered 29, 30 and 31 of 1961 and 3 of 1962 as amended.

- (6) Leading Hands:

	RATE PER WEEK FROM 22/10/00 \$
(a) Class 3 When in charge of not less than three and not more than ten other workers, a leading hand shall be paid extra per week	19.80
(b) Class 2 When in charge of more than ten and not more than twenty other workers a leading hand shall be paid extra per week	29.90
(c) Class 1 When in charge of more than twenty other workers a leading hand shall be paid extra per week	38.40

- (7) National Wage Decision:

If during the currency of this award the Western Australian Industrial Relations Commission should make a General Order giving effect to a National Wage Decision the rates of pay for each designation herein shall be varied to the extent necessary to give effect to that order.

- (8) 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 \$467.40 per week payable on and from 4th June 2004.

- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.
- (9) Tool Allowance
- All tradespersons shall be paid a tool allowance in accordance with the following provisions.
- (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) \$10.80 per week to such tradesperson, or
- (ii) in the case of an apprentice a percentage of \$10.80 being the percentage which appears against the apprentice's year of apprenticeship in subclause (6) 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 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) The 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 worker's negligence.

RAILWAYS OFFICERS' AWARD, 1985 NO. 1 OF 1985

66. - RATES OF PAY

- (1) The rates of pay for all officers except temporary clerks covered by Clause 67. - Temporary Clerks and those officers covered by Clause 68. - Railway Construction Etc. Work shall be as shown in the Salary Tables prescribed in subclause (7) of this clause and shall be varied from time to time to the extent necessary to give effect to any decision of the Western Australian Industrial Relations Commission in a State Wage Case made during the currency of this Award expressed to be on general economic grounds and which has general application.
- (2) Advancement from minimum to maximum of any level, including junior and adult scales, shall be by yearly increment: provided such advancement shall be approved by the Commission, upon satisfactory report from the Head of the Branch in which the officer is employed of the officers conduct, diligence and efficiency and provided also, that the advancement in salary shall not be granted to an officer if the Commission determines that such officers duties were not performed satisfactorily by the officer for the preceding 12 months, or that such officer has been guilty of misconduct, which, in the opinion of the Commission, justifies the postponement or refusal of the advancement. Provided further that the Commission may at its discretion introduce a system of work performance appraisal and such system, which may be varied from time to time, shall form part of the basis for determining advancement in accordance with this subclause.

- (3) An officer who is unable from any cause to perform the duties of the position to which the officer is appointed or allocated and is in consequence provided with employment in another position in a lower level shall, unless the Commission directs otherwise, be paid the maximum rate for the level in which the officer has been provided.
- (4) An officer who has been promoted and has not taken up in the new position shall be paid at the salary applicable to the new position after three months from the date of the officers appointment unless the delay is due to circumstances beyond the control of the Commission: provided that where an appeal has been lodged to the Promotions Appeal Board, the date of appointment shall be deemed to be the date of the decision of the Board: provided further that where promotions are made in anticipation of the retirement of an officer, the date of appointment for purpose of this subclause shall be a date not earlier than the date the retiring officer ceases duty.
- (5) Nothing in this Award shall be deemed to limit the power of the Commission to pay an officer at a higher rate than that prescribed in any case, where it may consider the same to be merited or warranted by the officer occupying such position.
- (6) Officers occupying the positions set forth in Schedule A shall be paid a salary not less than the minimum provided for the level in which such position has been classified: provided that, where an officer has been on the minimum, an intermediate or maximum of the level the officer shall be advanced to the equivalent range under this Schedule. Officers who are classified on range of salary outside the schedule of salaries shall be advanced similarly to those coming under the general schedule. The foregoing provisions of this subclause shall not apply to any specified position which has been reclassified.
- (7) Salary Tables

(a) Unclassified Officers automatic range

		\$ Per Annum	ASNA	TOTAL
Level 1				
Under	17 years	10446	2267	12713
	17 years	12207	2649	14856
	18 years	14238	3090	17328
	19 years	16480	3577	20057
Level 1				
	20 years	18507	4017	22524
	21 years or 1st year Adult Service	20331	5425	25756
	22 years or 2nd year Adult Service	20983	5425	26408
	23 years or 3rd year Adult Service	21634	5425	27059
	24 years or 4th year Adult Service	22281	5425	27706
	25 years or 5th year Adult Service	22932	5425	28357
	26 years or 6th year Adult Service	23583	5425	29008
	27 years or 7th year Adult Service	24332	5530	29862
	28 years or 8th year Adult Service	24850	5530	30380
	29 years or 9th year Adult Service	25616	5530	31146

(b) Classified Officers

Level 1				
	1st Increment	22932	5425	28357
	2nd Increment	23583	5425	29008
	3rd Increment	24332	5530	29862
	4th Increment	24850	5530	30380
	5th Increment	25616	5530	31146
Level 2				
	1st Increment	26533	5426	31959
	2nd Increment	27236	5426	32662
	3rd Increment	27975	5426	33401
	4th Increment	28756	5426	34182
	5th Increment	29573	5530	35103
Level 3				
	1st Increment	30696	5530	36226
	2nd Increment	31571	5530	37101
	3rd Increment	32473	5530	38003
	4th Increment	33399	5530	38929
Level 4				
	1st Increment	34669	5425	40094
	2nd Increment	35664	5425	41089
	3rd Increment	36688	5425	42113
Level 5				
	1st Increment	38660	5425	44085
	2nd Increment	39993	5425	45418
	3rd Increment	41378	5425	46803
	4th Increment	42815	5425	48240

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.

67. - TEMPORARY CLERKS

- (1) Temporary Clerks shall not be engaged without the approval of the Commission in any position classified above level 1.
- (2) The provisions of Clauses 3 - State Wage Principles, 10 - Free Passes, Privilege Tickets Etc., 23 - Hours of Duty, 24 - Saturday Work, 25 - Sunday Work, 26 - Travelling Time, 27 - Overtime, 36 - Annual Leave, 37 - Annual Leave Bonus, 38 - Public Holidays, 39 - Long Service Leave, 40 - Sick Leave, 43 - Bereavement Leave, 51 - Shift Work Allowances, 52 - On Call Allowance, 53 - District Allowances, 54 - Away From Home and Meal Allowances and 58 - Property Allowance will apply to temporary clerks.
- (3) The provisions of Clause 8 - Resignations and Retirements shall apply to temporary clerks provided that the notice of termination shall be one week in lieu of four weeks.
- (4) The rate of pay for temporary clerks shall be:

	Salary Per Annum \$	ASNA	TOTAL
First six months	21387	5425	26812
Thereafter	21925	5425	27350

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.

68. - RAILWAY CONSTRUCTION ETC WORK

- (1) This section of the Award shall apply to clerical officers, foremen, timekeepers and storemen employed on railway construction and/or special maintenance or reconstruction work on opened lines.
- (2) Subject to the provisions of any agreement for credit day or similar working, the hours of duty for all officers employed on construction work shall be 38 hours per week.
- (3) Sunday Work - Clause 25 - Sunday Work of this Award shall apply.
- (4) Travelling Allowance - Officers called upon to travel away from the job shall be paid expenses as per Clause 54 - Away From Home and Meal Allowances of this award.
- (5) Accommodation - Officers shall be supplied with accommodation, including stretcher, crockery and cooking utensils, rent free. At the discretion of the Head of Branch a cook may be provided.
- (6) District Allowance - Clause 53 - District Allowance of this Award shall apply.
- (7) Free Passes, Privilege Tickets etc. - The conditions of Clause 10 - Free Passes, Privilege Tickets etc. of this award shall apply, subject to the provisions that officers with dependants who have not their families with them shall be granted four privilege passes per annum.
- (8) Preparatory and Completion work - In cases where preparatory work in Perth has to be performed before proceeding to job and/or where work has to be finalised after return to Perth, the rates of pay shall operate from time of commencement of work to date of finishing. In other cases payment starts from time of leaving Perth and ceases on return thereto.
- (9) Leave of Absence - Clause 36 - Annual Leave, Clause 37 - Annual Leave Bonus and Clause 38 - Public Holidays of this Award shall apply, subject to the provisions that if the engagement is for a period of less than six months, two day's leave for each month shall be granted.
- (10) Sick Pay and Bereavement Leave - Sick pay will be granted in accordance with the provisions of Clause 40 - Sick Leave and Bereavement Leave in accordance with the provisions of Clause 43 - Bereavement Leave of this award.
- (11) Long Service Leave - The provisions of Clause 39 - Long Service Leave of this award shall apply.
- (12) Rates of Pay - The following rates of pay and allowances, including all payments for normal overtime and allowances other than district allowances, shall operate, but overtime in accordance with Clause 27 - Overtime of this Award shall apply where it is necessary to bring officers on duty for any special purpose outside the ordinary hours of duty.
 - (a) Foremen - Total salary per annum ranging from \$29,350.00 to \$36,216.00. Actual rate for each job to be fixed by the Head of Branch.
 - (b) Clerical staff, Timekeepers and Storemen (Wages):-

		Salary per annum \$	ASNA	TOTAL
(i)	First Clerk with one or more clerks and or timekeepers	24631	5530	30161
(ii)	First Clerk with one or more clerks and or timekeepers if required to act as Pay Master	26594	5426	32020
(iii)	First Clerk without assistance	22839	5425	28264
(iv)	Traffic Clerk	22149	5425	27574
(v)	Timekeeper and Assistance Clerk	21155	5425	26580
(vi)	Storekeeper	20384	5425	25809

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) Inspector Permanent Way - first increment of Level 3 of Clause 66(7)(b) - Rates of Pay - plus an allowance at the rate of \$15.50 per week whilst required to live away from home.
- (d) Clerical Staff (Salaried) - fourth increment of level 1 classified of Clause 66(7)(ii) - Rates of Pay - or classified salary whichever is greater.
- (13) Camping Allowance
- (a) Officers not accompanied by their spouse and provided with a self contained caravan and a reasonable supply of water and electricity free of charge shall be paid \$217.35 for every complete week they are available for work, but where alternative unfurnished accommodation is provided, such Officers shall be paid \$145.60 for every complete week they are available for work.
- (b) Officers accompanied by their spouse or housekeeper and provided with unfurnished accommodation and a reasonable supply of water and electricity free of charge shall be paid \$72.40 for every complete week they are available for work.
- (c) Where furnishings are supplied the latter rate prescribed in paragraph (a) and the rate prescribed in paragraph (b) of this subclause shall be reduced by 50 per cent.
- (d) If required to be in accommodation for less than a complete week an officer shall be paid one seventh of the weekly rate for each day including any Saturday or Sunday if in the accommodation and available for work on the working days immediately preceding and succeeding each Saturday and Sunday.
- (e) Provided, however, where the Commission at their own cost, provides the officer with a proper mess room and cooks the officer's food free of charge, the allowance shall be reduced by 50 per cent of the appropriate rate as the case may be.

RANGERS (NATIONAL PARKS) CONSOLIDATED AWARD 2000 NO. A 17 OF 1981

17. - WAGES

- (1) (a) The minimum weekly rate of wage payable to employees covered by this Award shall be as follows in accordance with the employee's classification:

	\$ PER WEEK	ARBITRATED SAFETY NET ADJUSTMENTS \$ PER WEEK	TOTAL \$ PER WEEK
Classifications			
Ranger's Assistant			
Year 1	376.90	142.00	518.90
Year 2	389.70	142.00	531.70
Year 3	402.20	142.00	544.20
Year 4	414.70	142.00	556.70
Year 5	427.10	144.00	571.10
Ranger Grade 1			
Year 1	439.60	144.00	583.60
Year 2	452.00	144.00	596.00
Year 3	466.40	142.00	608.40
Year 4	476.30	142.00	618.30
Year 5	491.00	142.00	633.00
Ranger Grade 2			
Year 1	508.60	142.00	650.60
Year 2	522.10	142.00	664.10
Year 3	536.40	142.00	678.40
Year 4	551.20	142.00	693.20
Year 5	567.00	142.00	709.40
Senior Ranger Grade 3			
Year 1	588.50	144.00	730.50
Year 2	605.20	144.00	747.20
Year 3	623.10	144.00	765.10
Senior Ranger Grade 4			
Year 1	640.30	142.00	780.30
Year 2	662.60	142.00	804.60

- (2) Employees with No Fixed Hours
The rate of pay referred to in this clause shall increase by 25% for any employee whose ordinary rostered hours of work are worked over five days of the week subject to subclause (3) of clause 7. - Hours of this award.
- (3) Casual employees shall be paid 20% in addition to the rates otherwise payable under 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.

RECREATION CAMPS DEPARTMENT FOR SPORT AND RECREATION AWARD NO. A 28 OF 1985

15. - WAGES

- (1) The minimum weekly rate of wage payable to employees under this Award shall be as follows:

	Per Week \$	Arbitrated Safety Net Adjustments \$	Per Week \$
(a) Warden-in-Charge			
1st year of employment	409.70	142.00	551.70
2nd year of employment	413.50	142.00	555.50
3rd year of employment and thereafter	417.40	144.00	561.40
(b) Mobile Warden			
1st year of employment	404.20	142.00	546.20
2nd year of employment	408.00	142.00	550.00
3rd year of employment and thereafter	411.80	142.00	553.80
(c) Assistant Warden			
1st year of employment	388.10	142.00	530.10
2nd year of employment	391.90	142.00	533.90
3rd year of employment and thereafter	395.80	142.00	537.80
(d) Ranger			
1st year of employment	390.30	142.00	532.30
2nd year of employment	394.10	142.00	536.10
3rd year of employment and thereafter	404.90	142.00	546.90
(e) Noalimba Night Supervisor			
1st year of employment	404.20	142.00	546.20
2nd year of employment	408.00	142.00	550.00
3rd year of employment and thereafter	411.80	142.00	553.80

- (f) 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) Provided that the rate of pay referred to in subclause (1) of this clause shall increase by 15% for employees where such employees' ordinary hours of work are worked over any five days of the week as prescribed by Clause 6. - Hours of this award.
- (3) Supervision Allowance
Employees placed in charge of other employees shall be paid the following weekly allowance, or part thereof, in addition to the rate prescribed for the employee's class of work

	\$ Per Week
1 to 5 employees	8.10
6 to 10 employees	14.50
11 to 15 employees	18.05
16 to 20 employees	24.55
over 20 (for each additional employee)	0.29

- (4) Casual employees shall be paid 20% in addition to the rates otherwise payable under this clause.
- (5) The term "year of employment" in this clause shall mean years of service with the employer irrespective of classification.
-

RESTAURANT, TEAROOM AND CATERING WORKERS' AWARD NO. R 48 OF 1978

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	1.8.02	5.6.03	4.6.04
	Introductory	800.80	826.80	826.80	826.80	862.80	896.80	934.80
Level 1	Food & Beverage Attendant Grade 1 Kitchen Attendant Grade 1 Guest Services Grade 1 Gardener General Hand Yardman	830.00	856.00	858.00	860.20	896.20	930.20	968.20
Level 2	Food & Beverage Attendant Grade 2 Cook Grade 1 Kitchen Attendant Grade 2 Night Porter Storeperson Grade 1 Doorpersion/Security Officer Grade 1 Guest Services Grade 2	860.00	886.00	898.50	910.40	946.40	980.40	1018.40
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	983.00	1017.00	1055.00
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	1050.40	1084.40	1122.40
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	1010.00	1040.00	1065.00	1097.80	1133.80	1167.80	1205.80
Level 6	Cook Grade 5	1060.00	1090.00	1110.00	1135.60	1171.60	1205.60	1243.60

[All rates are effective from the beginning of the first pay period commencing on or after the date shown, except for the increases resulting from the 2003 and 2004 State Wage Case Decisions, which are payable on and from 5 June 2003 and 4 June 2004 respectively]

(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.

RETAIL PHARMACISTS' AWARD, 1966 NO. 23 OF 1965

7. - WAGES

(1) Classifications

	Current Award Rate Per Week	ASNA	New Award Rate Per Week
Pharmacist Manager			
(a) Grade 3	910.10	104.00	1014.10
(b) Grade 2	847.50	104.00	951.50
(c) Grade 1	785.00	104.00	889.00
Pharmacist-in-Charge			
(a) Grade 2	743.20	104.00	847.20
(b) Grade 1	722.40	104.00	826.40
Pharmacist	661.70	106.00	767.70
Trainee	419.50	108.00	527.50
Student (34% of Pharmacist rate)	225.00	108.00	333.00

(Note: full ASNA rate applied to Student as per Order No 1234 of 1998)

- (2) Subject to Clause 6. - Definitions, employees shall be classified and graded according to the work level standards and the grading arrangements prescribed in the Appendix to this award.
- (3) Where a pharmacist is required, at the direct request of the owner or manager, to be in charge of a shop for a period in excess of four continuous hours in any one day, he/she shall be paid at the rate for the relevant category of pharmacist-in-charge for the period of time so worked.
- (4) Hourly rates shall be calculated by dividing the appropriate weekly rate by 38.
- (5) Part-time employees
Part-time employees shall be paid an hourly rate calculated on the basis of (1) and (4) above, for the classification involved.
- (6) Casual Employees
(a) Casual employees shall be paid at an hourly rate calculated on the basis of (1) and (4) above, for the classification involved, plus an additional loading of 20 percent; such additional amount to be payment in lieu of annual leave, sick leave and public holidays.
(b) A casual employee shall be entitled to a minimum of two hours' pay in respect of each start.
- (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.

THE ROCK LOBSTER AND PRAWN PROCESSING AWARD 1978 NO. R 24 OF 1977

7. - WAGES

The following shall be the minimum weekly rate of wage payable to employees covered by this award, with effect on and from the 4 June 2004.

- (1) Adult Employees

Classifications	Base Rates Per Week \$	Arbitrated Safety Net Adjustments \$	Total Award Rate Per Week \$
(a) Grader	325.95	142.00	467.95
(b) Process Employee	312.30	142.00	454.30

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) Junior Employees (Graders) (Per cent of Grader 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 and over | Adult Rate |
- (3) Junior Employees (Process Employees) (Per cent of Process Employee 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 and over | Adult Rate |
- (4) Leading Hands (per week extra):
- | | |
|---|-------|
| In charge of - | \$ |
| (a) Less than three other employees | 12.20 |
| (b) Not less than three and not more than ten other employees | 24.40 |
| (c) More than ten but not more than twenty other employees | 35.65 |
| (d) More than twenty other employees | 47.45 |
- (5) Casual Employees:
Casual employees shall receive 20 per cent in addition to the ordinary rates prescribed in this clause for the work performed.
-

ROPE AND TWINE WORKERS' AWARD NO. 11 OF 1963

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.

The minimum weekly rate of wage payable to employees covered by this award shall be:

	Rate	Arbitrated Safety Net Adjustment	Total Rate
	\$	\$	\$
(1) Adult Employees			
Rope layer on heavy type strand machine	313.70	142.00	455.70
Rope layer (other) in walk with traveller	308.50	142.00	450.50
Rope splicer on driving ropes and springs	305.40	142.00	447.40
Combination spinning and spooling machine operator	305.40	142.00	447.40
Rope house machinist	300.80	142.00	442.80
Feeder on first spreader	302.40	142.00	444.40
Oiler and/or belt repairer	302.40	142.00	444.40
Employees lumping, loading and unloading hemp	302.40	142.00	444.40
All other machine operators or employees feeding or taking from machines	300.80	142.00	442.80
All others	296.90	142.00	438.90
(2) Junior Employees:			
Junior employees shall receive the prescribed percentage of the "All Others" classification per week.			
		%	
16 years of age and under		45	
16½ years of age		50	
17 years of age		55	
17½ years of age		65	
18 years of age		75	
18½ years of age ...		90	
19 years of age, appropriate adult rate.			

SADDLERS AND LEATHERWORKERS' AWARD NO. 7 OF 1962

9. - 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
	\$	\$	\$
(a) Adult Employees			
(i) Saddlery and Harness Section -			
(aa) Saddlers – employee manufacturing and repairing saddles	366.70	142.00	508.70
(bb) Manufacturer and/or repair of harnesses, harness saddles, bridle work and strappings, collars for horses or similar collars, whips and whiphongs	363.40	142.00	505.40
(ii) Leather Goods Section - All employees engaged in the manufacture of leather goods:			
First six months of employment on such work	345.70	142.00	487.70
Between six and twelve months of employment on such work	350.60	142.00	492.60
After twelve months of employment on such work	352.30	142.00	494.30
(iii) Fibre Goods Section - Manufacture and/or repair of port-manteaux, bags and trunks, suit and attache cases, travel goods, musical instrument and similar cases, covered wireless or radio cases, slither cans, welders and similar industrial masks and other articles as are made of fibre			
First six months of employment on such work	343.10	142.00	485.10
Between six and twelve months of employment on such work	345.70	142.00	487.70
After twelve months of employment on such work	352.30	142.00	494.30

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$
(iv) Sporting Goods Section - Manufacture and/or repair of sporting goods of all descriptions.			
First six months of employment on such work	345.70	142.00	487.70
Between six and twelve months of employment on such work	350.40	142.00	492.40
After twelve months of employment on such work	352.30	142.00	494.30
(v) Machine Belting etc. Section - Manufacture and/or repair of machine belting, gaskets and pump washers or similar articles	345.70	142.00	487.70
(vi) Sewing Machinist - First six months of employment on such work -	345.70	142.00	487.70
Between six and twelve months employment on such work	350.40	142.00	492.40
After twelve months of employment on such work	352.30	142.00	494.30
(vii) All others	343.10	142.00	485.10

- (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) Junior Employees (percent. of "All Others" classification)

	%
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 Saddler's 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
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

SALARIED OFFICERS (PARAPLEGIC-QUADRIPLÉGIC ASSOCIATION) AWARD NO. A 17 OF 1986**23. - SALARIES**

The minimum rates of salaries to be paid to employees covered by this Award shall be set out hereunder. The conversion of classifications existing prior to the operation of this clause shall be in accordance with Schedule B attached to this Award.

	CURRENT	ASNA	NEW
(1) Clerical Officer (Class 1):			
Under 17 years	11578	3059	14637
17 years	13128	3469	16597
18 years	15169	4008	19177
19 years	17249	4558	21807
20 years	19390	5124	24514
Adult Rates			
1st year	21316	5633	26949
2nd year	21872	5633	27505
3rd year	22616	5633	28249
4th year	23265	5633	28898
(2) Clerical Officer (Class 2):			
Under 17 years	11789	2999	14788
17 years	13632	3468	17100
18 years	15767	4012	19779
19 years	18111	4607	22718
20 years	20231	5147	25378
Adult Rates			
1st year	22139	5633	27772
2nd year	22792	5633	28425
3rd year	23443	5738	29181
4th year	24090	5738	29828
5th year	24741	5738	30479
6th year	25392	5738	31130
7th year	26141	5634	31775
(3) Classified Officers:			
Grade 1 - 1st year	26660	5634	32294
Thereafter	27425	5634	33059
Grade 2 - 1st year	28174	5634	33808
Thereafter	28925	5634	34559
Grade 3 - 1st year	29755	5634	35389
Thereafter	30626	5634	36260
Grade 4 - 1st year	31544	5634	37178
Thereafter	32488	5634	38122
Grade 5 - 1st year	33419	5634	39053
Thereafter	34360	5529	39889
Grade 6 - 1st year	35346	5529	40875
Thereafter	36351	5529	41880
Grade 7 - 1st year	37311	5425	42736
2nd year	38350	5425	43775
Thereafter	39337	5425	44762
Grade 8 - 1st year	40346	5425	45771
Thereafter	41336	5425	46761
Grade 9 - 1st year	42399	5425	47824
Thereafter	43457	5425	48882
(4) Technical Assistants:			
Grade 1			
16 years	11078	2861	13939
17 years	13311	3439	16750
18 years	15424	3984	19408
19 years	17784	4594	22378
20 years	19968	5158	25126
Adult Rates			
1st year	21806	5633	27439
2nd year	22461	5633	28094
3rd year	23137	5633	28770
4th year	23773	5738	29511

- | | CURRENT | ASNA | NEW |
|--|--|----------------|-------------|
| (4) Technical Assistants:— <i>continued</i> | | | |
| Grade 2 | | | |
| 1st year | 23773 | 5738 | 29511 |
| 2nd year | 24183 | 5738 | 29921 |
| 3rd year | 24576 | 5738 | 30314 |
| Grade 3 | | | |
| 1st year | 24576 | 5738 | 30314 |
| 2nd year | 25029 | 5738 | 30767 |
| 3rd year | 25679 | 5738 | 31417 |
| (5) PROFESSIONAL OFFICERS: | | | |
| (a) Medical Social Workers, Physiotherapists, Occupational Therapists, Psychologists or any other professional calling as agreed between the Union and the Association. | | | |
| | PROFESSIONAL OFFICERS | CURRENT | ASNA |
| | | | NEW |
| | 1st year | 28307 | 5634 |
| | 2nd year | 29749 | 5634 |
| | 3rd year | 31545 | 5634 |
| | 4th year | 33421 | 5529 |
| | 5th year | 36443 | 5529 |
| | 6th year | 38462 | 5425 |
| (b) The following shall apply to employees appointed in accordance with this subclause: | | | |
| (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. | | |
| (6) In the event of a dispute between the parties concerning the classification or grading of an employee, the dispute shall be referred to a Board of Reference, as constituted under Section 48 of the Industrial Relations Act, 1979. | | | |
| (7) ANNUAL INCREMENTS: | | | |
| | Annual increments shall not be automatic and shall be subject to the employee's efficient performance over the preceding twelve months. Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission. | | |
| (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) Where State Wage Case decisions of the Western Australian Industrial Relations Commission result in an expressed money adjustment to adult (21 years and over) salaries under this clause, the rates for employees under 21 years shall be calculated using the following formula: | | | |
| | Current junior rate ÷ Current Adult Rate (1st year) x ASNA rate for Adult rate (1st year) = Junior ASNA rate. | | |
| | The junior ASNA rate is added to the Current Junior Rate to obtain the applicable New Junior rate. | | |

SALARIED STAFF CURTIN UNIVERSITY OF TECHNOLOGY AWARD 1985 NO. PSA A 25 OF 1985

SCHEDULE A
SALARY 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.

- (1) The annual salaries applicable to employees covered by the Award shall be:-

Level	Salary Per Annum \$	ASNA \$	Salary Total \$
Level 1			
Under 17 years	9386	2263	11649
17 years	10969	2645	13614
18 years	12795	3084	15879
19 years	14809	3571	18380
20 years	16630	4010	20640
21 years or 1st year of adult service	18269	5425	23694
22 years or 2nd year of adult service	18905	5425	24330
23 years or 3rd year of adult service	19540	5425	24965
24 years or 4th year of adult service	20172	5425	25597
25 years or 5th year of adult service	20807	5425	26232
26 years or 5th year of adult service	21442	5425	26867
27 years or 7th year of adult service	22173	5425	27598
28 years or 8th year of adult service	22678	5425	28103
29 years or 9th year of adult service	23425	5425	28850
Level 2	24320	5530	29850
	25006	5530	30536
	25715	5530	31245
	26445	5426	31871
	27196	5426	32622
Level 3	28228	5426	33654
	29033	5530	34563
	29862	5530	35392
	30714	5530	36244
Level 4	31882	5530	37412
	32797	5530	38327
	33738	5425	39163
Level 5	35551	5425	40976
	36779	5425	42204
	38051	5425	43476
	39373	5425	44798
Level 6	41498	5425	46923
	42943	5425	48368
	44438	5425	49863
	46035	5425	51460
Level 7	48483	5425	53908
	50177	5425	55602
	52019	5425	57444
Level 8	55015	5425	60440
	57160	5425	62585
	59820	5425	65245
Level 9	63143	5425	68568
	65388	5425	70813
	67948	5425	73373
Class 1	71819	5425	77244
Class 2	75690	5425	81115
Class 3	79561	5425	84986
Class 4	83432	5425	88857

- (i) Employees appointed or promoted to a level 1 position shall not be entitled to progress beyond the 24 years old or fourth (4th) year of adult service rate of salary, unless the employee is deemed qualified for promotion as determined by the Council.
- (ii) An employee who is 21 years of age or older on appointment to Level 1 may be appointed at the minimum rate of pay based on years of service and not on age.
- (2) Salaries - Professional Callings
- (i) Employees who possess a relevant tertiary level qualification, or equivalent, determined by the University and who are employed in a professional calling determined by the University shall be entitled to annual salaries as follows:-

	Salary Per Annum \$	ASNA \$	Salary Total \$
Level			
Level 2/4	24320	5530	29850
	25715	5530	31245
	27196	5426	32622
	29033	5530	34563
	31882	5530	37412
	33738	5425	39163
Level 5	35551	5425	40976
	36779	5425	42204
	38051	5425	43476
	39373	5425	44798
Level 6	41498	5425	46923
	42943	5425	48368
	44438	5425	49863
	46035	5425	51460
Level 7	48483	5425	53908
	50177	5425	55602
	52019	5425	57444
Level 8	55015	5425	60440
	57160	5425	62585
	59820	5425	65245
Level 9	63143	5425	68568
	65388	5425	70813
	67948	5425	73373

(ii) Employees on appointment or promotion to Level 2/4 under this subclause:

- (a) who have completed an approved three year tertiary qualification, relevant to their calling, shall commence at the first year increment.
- (b) who have completed an approved four year tertiary qualification, relevant to their calling, shall commence at the second year increment.
- (c) who have completed an approved Masters or PhD degree relevant to their calling shall commence on the third year increment.

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

(iii) The Institute shall be exclusively responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this subclause and shall maintain a manual setting out such qualifications.

(iv) The Institute in allocating levels pursuant to paragraph (i) of this subclause may determine a commencing salary above Level 2/4 for a particular calling/s.

(3) Qualifications Allowance:

- (i) Employees in receipt of a qualifications allowance at the date of operation of this Award or who would have become entitled to such allowance, or increase in such allowance, as a result of studies completed in the 1985 calendar year, shall continue to receive or be granted such allowance, or increase in allowance provided that such allowance shall be reduced or ceased in accordance with the following:

	Annual Allowance Diplomates	Annual Allowance Graduates and Associates
Up to and including Level 3, min	\$200	\$300
Level 3, 2nd and 3rd increments	100	200
Level 3 max	Nil	100
Level 4 and above	Nil	Nil

- (ii) Employees who are not entitled to a qualification allowance pursuant to paragraph (i) of this subclause or who attain a higher qualification subsequently shall not be entitled to receive an allowance or increase in the allowance.

(4) Employees Supporting Dependents Allowance

- (i) Officers previously classified C-IV, G-VII, G-XIII or G-X who were in receipt of an allowance of one increment for wholly or substantially supporting a spouse and/or dependent relatives prior to the date of operation of this Award, continue to receive such allowance of one increment whilst wholly or substantially supporting a spouse and/or dependent relative. Provided that the maximum remuneration inclusive of such allowance shall be the rate of pay at age 29 or ninth year of adult service in respect of an officer who is deemed qualified for promotion by the Institute or, age 24 or fourth year of adult service in respect of officers not deemed qualified for promotion.

- (ii) Payment of the employee Supporting Dependents Allowance shall cease should an employee be promoted or reclassified above Level 1.
- (iii) This provision shall not apply to any employee who was not in receipt of the employee Supporting Dependents Allowance at the operative date of this Award.
- (5) **Salary Maintenance**
All employees appointed to a classification prior to the date of implementation of broadbanding will progress through the salary ranges (as adjusted by general salary movement) applicable to that classification irrespective of the Level determined by Institute determination.

**SALARIED OFFICERS (ASSOCIATION FOR THE BLIND OF WESTERN AUSTRALIA) AWARD, 1995
NO. A 5 OF 1995**

SCHEDULE C - MINIMUM SALARIES

- (1) Subject to the provisions of Clause 7. - Classification/Salary Rates, Schedule D - Classification and Grading of Employees and to the provisions of this Schedule, the minimum annual salaries for employees bound by the award are set hereinafter.

(2) **Minimum Salaries.**

LEVELS	CURRENT	ASNA	NEW
Level 1 Under 17 Years Of Age	11363	2894	14257
17 Years Of Age	13270	3380	16650
18 Years Of Age	15490	3945	19435
19 Years Of Age	17929	4566	22495
20 Years Of Age	20135	5128	25263
21 Years Of Age 1st Year Of Service	22117	5633	27750
22 Years Of Age 2nd Year Of Service	22771	5633	28404
23 Years Of Age 3rd Year Of Service	23421	5633	29054
24 Years Of Age 4th Year Of Service	24069	5738	29807
Level 2	24720	5738	30458
	25371	5738	31109
	26120	5634	31754
	26638	5634	32272
	27403	5634	33037
Level 3	28307	5634	33941
	29010	5634	34644
	29749	5634	35383
	30928	5634	36562
Level 4	31545	5634	37179
	32470	5634	38104
	33421	5529	38950
	34772	5529	40301
Level 5	35476	5529	41005
	36443	5529	41972
	37438	5425	42863
	38462	5425	43887
Level 6	40434	5425	45859
	41898	5425	47323
	43978	5425	49403
Level 7	45091	5425	50516
	46501	5425	51926
	47962	5425	53387
Level 8	50097	5425	55522
	51847	5425	57272
Level 9	54495	5425	59920
	56337	5425	61762
Level 10	58354	5425	63779
	61598	5425	67023
Level 11	64189	5425	69614
	66824	5425	72249
Level 12	70437	5425	75862
	72878	5425	78303
	75662	5425	81087

- (a) 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.

(b) A Medical Typist or Medical Secretary shall be paid a medical terminology allowance of \$1000 per annum.
For the purposes of this subclause 'Medical Typist' and 'Medical Secretary' shall mean those workers classified on a classification equivalent to Level 1, 2, or 3 who spend at least 50% of their time typing from tapes, shorthand, and/or Doctor's notes of case histories, summaries, reports or similar material involving a broad range of medical terminology.

(c) Where State Wage Case decisions of the Western Australian Industrial Relations Commission result in an expressed money adjustment to adult (21 years and over) salaries under this clause, the rates for Level 1 employees under 21 years shall be calculated using the following formula:

Current junior rate ÷ Current Level 1 (21 years, 1st year of service) rate x ASNA rate for Level 1 (21 years, 1st year of service) = Junior ASNA rate.

The junior ASNA rate is added to the Current Junior Rate to obtain the applicable New Junior rate.

(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 Architect, Audiologist, Bio Engineer, Chemist, Dietician, Engineer, Medical Scientist, Librarian, Occupational Therapist, Orthoptist, Physiotherapist, Physicist, Pharmacist, Clinical Psychologist, Psychologist, Research Officer, Scientific Officer, Social Worker, Speech Pathologist, Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, or any other professional calling as agreed between the Union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	NEW
Level 3/5	28307	5634	33941
	29749	5634	35383
	31545	5634	37179
	33421	5529	38950
	36443	5529	41972
	38462	5425	43887
Level 6	40434	5425	45859
	41898	5425	47323
	43978	5425	49403
Level 7	45091	5425	50516
	46501	5425	51926
	47962	5425	53387
Level 8	50097	5425	55522
	51847	5425	57272
Level 9	54495	5425	59920
	56337	5425	61762
Level 10	58354	5425	63779
	61598	5425	67023
Level 11	64189	5425	69614
	66824	5425	72249
Level 12	70437	5425	75862
	72878	5425	78303
	75662	5425	81087

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

(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 subclause 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) Annual salary increments shall be subject to the employee's satisfactory performance over the preceding twelve months which shall be assessed according to an agreed form of performance appraisal.

(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.

SAW SERVICING ESTABLISHMENTS AWARD NO. 17 OF 1977

28. - WAGES

(1) Rate Per Week:

The minimum rate of wages payable to employees employed in classifications contained in this subclause shall be as follows:

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total Minimum Award Rate (38 Hours) \$
(a) Saw Doctor Special Skills	438.10	112.00	550.10
(b) Saw Doctor	417.20	112.00	529.20
(c) Saw Filer	385.50	112.00	497.50
(d) Factory Hand	325.40	112.00	437.40

(2) Apprentices:

Apprentices shall be paid a percentage of the total minimum weekly rate prescribed for a Saw Doctor in paragraph (1)(b) of this clause as follows:

Four Year Term

First year	50%
Second year	60%
Third year	75%
Fourth year	90%

(3) Juniors:

An employee less than 19 years of age who is not an apprentice shall be paid a percentage of the total minimum award rate prescribed for a Factory Hand in paragraph (1)(d) of this clause as follows:

16 years of age	45%
17 years of age	55%
18 years of age	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.

SCHOOL EMPLOYEES (INDEPENDENT DAY & BOARDING SCHOOLS) AWARD, 1980 NO. 7 OF 1979

32. - WAGES

(1) (a) The minimum weekly rates of wage payable shall be:

	Minimum Award Rate \$	ASNA	Total
Level 1 Cleaner	412.60	94.00	506.60
Level 2 Domestic employees including - Kitchen Attendant House Attendant Dining Attendant Laundry Attendant Sewing Attendant	419.30	94.00	513.30
Level 3 Cooks (Other)	423.50	94.00	517.50
Level 4 Gardener/Groundsperson Grade 1	431.80	94.00	525.80
Level 5 First Cook (Grade 1), or Cook working alone Gardener/Groundsperson, Grade 2 Sewing Supervisor	440.20	94.00	534.20

	Minimum Award Rate \$	ASNA	Total
Level 6			
Senior Gardener/Groundsperson Grade 1 First Cook, Grade 2	448.50	94.00	542.50
Level 7			
Senior Gardener/Groundsperson, Grade 2 Tradesperson Cook	465.20	96.00	561.20
Level 8			
Head Groundsperson	548.60	94.00	642.60
(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)	Junior Employees:		
	Junior employees shall receive the following percentages of the adult 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 other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid \$20.90 per week in addition to the rates prescribed herein.		
(4)	For all work done on any day after a break referred to in subclause (3) of Clause 7. - Hours of this award, the employee shall be paid an allowance of \$1.29 per hour for each such hour worked.		
(5)	On and from 12 August 1992 the wage rates set out in subclause (1) of this clause include the first, second, third and fourth instalments of the Minimum Rates Adjustment Principle. Relativities have been established at 87.4% of the tradesperson's rate at Level 1 and 100% of the tradesperson's rate for a trade trained Senior Cook at Level 7.		

SECURITY OFFICERS' AWARD NO. A 25 OF 1981

21. - CLASSIFICATION STRUCTURE AND WAGE RATES

- (1) (a) CLASSIFICATION STRUCTURE
- An employer shall classify existing and new employees, as a security officer at a level 1 to 4, according to the criteria set out below. Existing employees, and new employees upon engagement, shall be informed by the employer of the classification into which they have been placed.
- SECURITY OFFICER - LEVEL 1
- (1) A Security Officer - Level 1 is an employee who performs work to the level of his or her training.
- (2) Indicative of the tasks which an employee at this level may perform are the following;
- (a) Watch, guard or protect premises and/or property;
- (b) Be stationed at an entrance and/or exit, whose principal duties shall include the control of movement of persons, vehicles, goods and/or property coming out of or going into premises or property, including vehicles carrying goods of any description, to ensure that the quantity and description of such goods is in accordance with the requirements of the relevant document and/or gate pass and who also may have other duties to perform and shall include an area or door attendant or commissionaire in a commercial building;
- (c) Respond to basic fire/security alarms at their designated post;
- (d) In performing the duties referred to above the officer may be required to use electronic equipment such as hand-held scanners and simple closed circuit television systems utilising basic keyboard skills.
- SECURITY OFFICER - LEVEL 2
- (1) A Security Officer - Level 2 is an employee who performs work above and beyond the skills of an employee at Level 1 to the level of his or her training.

- (2) Indicative of the tasks which an employee at this level may perform are the following:
- (a) Duties of securing, watching, guarding and/or protecting as directed, including responses to alarm signals and attendances at and minor non-technical servicing of automatic teller machines, and is required to patrol in a vehicle two or more separate establishments or sites; or
 - (b) Monitors and responds to electronic intrusion detection or access control equipment terminating at a visual display unit and/or computerised printout (except for simple closed circuit television systems).
 - (c) May be required to perform the duties of Security Officer - Level 1.

SECURITY OFFICER - LEVEL 3

- (1) A Security Officer - Level 3 is an employee who performs work above and beyond the skills of an employee at Level 2 to the level of his or her training.
- (2) Indicative of the tasks which an employee at this level may perform are the following:
 - (a) The monitoring and operation of integrated intelligent building management and security systems terminating at a visual display unit or computerised printout which requires data input from the Security Officer.
 - (b) A Security Officer, who in the opinion of the Employer has no previous relevant experience at this level, and is undertaking the tasks of a Security Officer Level 4 whilst undergoing training and gaining experience during the first 6 months of employment as such.
- (3) A Security Officer Level 3 is also required to perform the duties of a Security Officer - Level 1 and/or Security Officer - Level 2.

SECURITY OFFICER - LEVEL 4

- (1) A Security Officer - Level 4 is an employee who performs work above and beyond the skills of an employee at Level 3 to the level of his or her training.
- (2) Indicative of the tasks which an employee at this level may perform are the following:
 - (a) Monitoring, recording, inputting information or reacting to signals and instruments related to electronic surveillance of any kind within a central station.
 - (b) Keyboard operation to alter the parameters within an integrated intelligent building management and/or security system.
 - (c) The co-ordinating, monitoring or recording of the activities of Security Officers utilising a verbal communications system within a central station.
- (3) A Security Officer Level 4 is also required to perform the duties of Security Officers at Levels 1 and/or 2 and/or 3.

(b) WAGE RATES

The minimum total rate of wage payable under this award shall be as follows:

Classification	Base Rate \$	Supplementary Payment \$	Total Minimum Rate \$
Security Officer-Level 1	345.00	161.60	506.60
Security Officer-Level 2	360.20	161.50	521.70
Security Officer-Level 3	367.50	164.60	532.10
Security Officer-Level 4	368.00	174.50	542.50

- (c) (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.
- (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) A probationary Security Officer shall be paid 96% of the weekly wage rate prescribed for a Security Officer - Level 1 or Security Officer - Level 2 whichever is applicable and, if the officer is a casual, the casual loading referred to in subclause (4) of this clause.
- (3) The supplementary payments set out in paragraph (b) of subclause (1) above represent a payment in lieu of equivalent overaward payments. Thus, existing overaward payments may be absorbed by the employer to the extent of the supplementary payments set out in paragraph (b) of subclause (1) of this clause.
- (4) 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.
- (5) Senior Officials:

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 officer	21.30
(b) if placed in charge of not less than 10 and not more than 20 other officers	32.60
(c) if placed in charge of more than 20 other officers	41.85

(6) Additional Allowances:

Officers who fulfil certain requirements as directed and use various qualifications in the performance of their duties shall be paid, in addition to the appropriate wage prescribed, the following:

- (a) Security Officers and above who are required to possess a recognised first aid certificate as a condition of employment, \$8.40 per week extra.
- (b) Security Officers required to drive emergency vehicles, \$3.50 per day for each day that a vehicle is driven in an emergency situation.
- (c) Security Officers who are required to attend and reset alarm panels, \$5.25 per week or \$1.05 per day in the case of employees who work part-time or casual.
- (d) Security Officers who are required to carry firearms in the performance of their duties, \$13.10 per week, or \$2.60 per day for each day a firearm is carried.
- (e) 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.

SECURITY OFFICERS AND CLEANERS (WEST AUSTRALIAN NEWSPAPERS LIMITED) AWARD, 1992

NO. A 11 OF 1991

11. - WAGES

- (1) (a) The base rate and supplementary payment payable under this award shall be as follows:

	Total Rate	ASNA	TOTAL
	\$		
A Security Officers			
Grade 5 (Trainee)	381.80	94.00	475.80
Grade 4	424.50	94.00	518.50
Grade 3	465.20	96.00	561.20
Grade 2	486.10	96.00	582.10
Grade 1	515.30	94.00	609.30
B Cleaners			
Grade 3	411.00	94.00	505.00
Grade 2	423.50	94.00	517.50
Grade 1	465.20	96.00	561.20

- (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) "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) The total weekly wage for Security Officers shall also include the first aid allowance and all penalties and allowances for work on continuous and seven day shift work, (excluding weekend penalties). Such total weekly wage to be for all purposes of the award.

SHARK BAY SALT AND GYPSUM (PRODUCTION AND PROCESSING) USELESS LOOP AWARD

NO. A 15 OF 1988

25. - WAGES

- (1) Interpretation:

- (a) It is the intention of the parties that the following wages structure shall provide an opportunity for all employees to progress along a career path. Such progression shall encompass the ability of employees to undertake work within their level that they are competent to safely perform, subject to statutory obligations.
- (b) Progression through skill levels shall be on both a "vertical" and horizontal" basis with the aim of securing a more skilled and flexible workforce with greater work opportunities for all employees.

	Weekly Base Rate \$	Supple- mentary Payment \$	Safety Net Adjustment \$	Total Rate per Week \$
Group 4	299.50	76.70	120.00	496.20
Sandblaster				
Backhoe/Bobcat and light equipment Operator				
Gardener able to carry out all horticultural work unsupervised				
Fixed Plant Assistant - washery and shiploader				
Employee able to work in a single area of plant maintenance unsupervised but without sufficient training to move to Category 3				
Group 5	284.80	70.70	120.00	475.50
Unskilled site duties				
Cleaning				
Gardener				
Mess Attendant				
Janitor				

(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 total wage prescribed 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 | \$14.90 |
| (b) | If placed in charge of more than ten and not more than 20 other employees | \$22.40 |
| (c) | If placed in charge of more than 20 other employees | \$29.10 |

(4) **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 operative from the commencement of the first pay period beginning on or after 5 June 1990, 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 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 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.
- (iii) 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 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 matters by 1 December 1990.

(5) The aforementioned rates include the Second Stage Structural Efficiency Increase (69 WAIG 2913), and the June 1991 State Wage increase of 2.5 per cent (71 WAIG 1723).

SHEET METAL WORKERS' AWARD NO. 10 OF 1973**6. - WAGES AND SUPPLEMENTARY PAYMENT**

- (1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level as specified in Clause 3. - Definitions, shall be made up of a base rate, plus a supplementary payment and safety net adjustment, giving a total award rate as follows:-

	BASE RATE PER WEEK	SUPPLEMENTARY PAYMENT	SAFETY NET ADJUSTMENT	TOTAL RATE PER WEEK
	\$	\$	\$	\$
Level C14	284.80	40.60	142.00	467.40
Level C13	299.50	42.60	142.00	484.10
Level C12	319.20	45.40	142.00	506.60
Level C11	337.40	48.10	142.00	527.50
Level C10	365.20	52.00	144.00	561.20

- (2) Supplementary Payments:

- (a) Where an employee is in receipt of a rate of pay which exceeds the Award Rate Per Week prescribed in sub-clause (1) hereof, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangements, then such rate will be deemed to be inclusive of the Supplementary Payment.
- (b) Overtime, shift allowances, penalty rates, disability allowances, special rates, fares, and travelling time allowances and any other work-related allowances prescribed by this award shall not be offset against Supplementary Payments.
- (c) Alterations to the base rate and supplementary payments, arising out of the variation occurring on 15th May 1996 to reflect the percentage relativities in Clause 3. - Definitions of this Award for each classification level, shall not provide cause to allow an increase or decrease of an employee's total remuneration if the total remunerations in excess of the award rate per week prescribed in sub-clause (1) hereof.
- (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 Workers - Wage per week expressed as a percentage of the rate prescribed for an employee classified as Level C13:-

	%
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

- (4) Apprentices - Wage per week expressed as a percentage of the award rate for a Level C10 classification:-

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

- (5) Construction Allowance:

- (a) In addition to the appropriate rates of pay prescribed in this clause, a worker shall be paid -
- (i) \$37.20 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project.

- (ii) \$33.40 per week if engaged on a multistorey 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 multistorey building, when completed, will consist of at least five storeys.
- (iii) \$19.70 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 3. - 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 7. - Special Rates and Provisions of this award, except the allowance for work at heights.
- (6) **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 more than 10 other employees | 21.00 |
| (b) If placed in charge of more than 10 and not more than 20 other employees | 32.20 |
| (c) If placed in charge of more than 20 other employees | 41.60 |
- (7) 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/she is employed.
- (8) The rate prescribed in this award for any classification is not amended by this clause and shall not, for the purposes of any other award, order, industrial agreement or other agreement, be deemed to have been so amended.
- (9) **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 operative from the commencement of the first pay period beginning on or after 3 November 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 metal and engineering 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. 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 37. - Training of this award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) hereof.
- (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 an Award provision 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 subclause (c) and (d) hereof shall be subject to the provisions of Clause 27. - Avoidance of Industrial Disputes of this award.
- (10) **Liberty to Apply:**
Liberty is reserved for the parties to this Award to pursue the inclusion of classification levels in excess of those currently contained in subclause (1) of this Clause.
38. - TRAINEESHIPS
- (1) **Scope:**
- (a) This clause shall apply to persons -
 - (i) who are undertaking a traineeship (as defined); and
 - (ii) who are employed by an employer bound by this Award.
 - (b) This clause does not apply to the Apprenticeship system.

- (2) Objectives:
- (a) This clause facilitates a system of traineeships which provides approved training in conjunction with employment in order to enhance skill levels and future employment prospects of Trainees, particularly young persons and long term unemployed persons; and
 - (b) this clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme; and
 - (c) existing full time employees shall not be displaced from employment by a Trainee.
- (3) Limited Operation (ATS and CST):
The wage rates prescribed herein and relative to the Australian Traineeship System (ATS) or the Career Start Traineeships (CST) shall not apply to any employer bound by this Award, except in relation to ATS and CST Trainees who commenced a traineeship with the employer before 28 July 1995.
- (4) Definitions:
- “Appropriate State Legislation” means the State Employment and Skills Development Authority Act 1990, or any successor legislation.
- “Approved Training” means training undertaken both on and off the job in a Traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved and accredited by the 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 Training Authority. A Traineeship Agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.
- “Traineeship Scheme” means the Metal and Engineering Industry Traineeship, Australian Traineeship System or Career Start Traineeship approved by the State Training Authority, or any other Traineeship Scheme for employees covered by this Award and approved by the Training Authority after consultation and negotiation with the Union.
- “Training Authority” means -
- (a) the State Employment and Skills Development Authority and any successor; or
 - (b) the National Employment and Training Taskforce where such gives interim approval to a Training Scheme and thereafter until that scheme is finally approved by the body referred to in (a) hereof.
- (5) Training Conditions:
- (a) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.
 - (b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, 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 Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on-the-job training.
 - (c) The employer shall provide an appropriate level of supervision during the traineeship period.
 - (d) The over-all training programme will be monitored by officers of the Training Authority and training records or work books shall be provided if required to be utilised as part of this monitoring process.
- (6) Employment Conditions:
- (a) A Trainee shall be engaged as a full time employee for a maximum duration of one year, provided that a Trainee shall be subject to a satisfactory probation period of one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee 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 Training Authority.
 - (ii) An employer who decides not to continue the employment of a Trainee upon completion of the traineeship shall notify, in writing, the Training Authority of that 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 and the Trainee will attend such training.
 - (d) Where the employment of a Trainee by an employer is continued after completion of the traineeship period, such traineeship period shall be counted as service for the purposes of this Award.
 - (e) All other terms and conditions of this 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.
 - (f) 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 payment.
 - (g)
 - (i) Overtime and shift work shall not be worked by a Trainee except in circumstances where the section in which the trainee is receiving on-the-job training is required to work overtime, or the work of that section is normally carried out by shifts and there is satisfactory provision for approved training.
 - (ii) A Trainee shall not work overtime alone.
 - (iii) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by this Award.

(7) Wages:

- (a) (i) The minimum rates of wages payable weekly to Trainees are as provided in paragraphs (b) or (d) 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 wages prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.

(b) Traineeships (excluding ATS and CST):

*Figures in brackets indicate the average proportion of time spent on approved training to which the associate 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%.

(i) 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 -

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00 (50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	235.00
plus 1 year out of school	191.00	235.00	272.00
plus 2 years	235.00	272.00	316.00
plus 3 years	272.00	316.00	362.00
plus 4 years	316.00	362.00	
plus 5 years/more	362.00		

(ii) 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 -

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00(50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	225.00
plus 1 year out of school	191.00	225.00	257.00
plus 2 years	225.00	257.00	301.00
plus 3 years	257.00	301.00	344.00
plus 4 years	301.00	344.00	
plus 5 years/more	344.00		

(iii) Industry/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 industry/skill Level C -

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00 (50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	211.00
plus 1 year out of school	191.00	211.00	237.00
plus 2 years	211.00	237.00	267.00
plus 3 years	237.00	267.00	299.00
plus 4 years	267.00	299.00	
plus 5 years/more	299.00		

(c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10 and shall be deemed to -

- (i) include any period of schooling beyond Year 10 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; and
- (iii) not include any period during a calendar year in which a year of schooling is completed.

- (d) Traineeships (AST and CST only):
Wages for the Australian Traineeship System and Career Start Trainees shall be calculated as follows:-
- (i) Australian Traineeship System:
- (aa) The weekly wage payable to a trainee shall be not less than that determined by applying the appropriate junior wage per week, calculated in accordance with subclause (2) in Clause 6. - Wages of this Award and multiplying by 39, which represents actual weeks spent on the job, then dividing that sum by 52 to provide a weekly wage.
- (bb) In any case, the rate determined shall not be less than the minimum rate prescribed in the Australian Traineeship guide-lines as amended from time to time.
- (ii) Career Start Traineeship:
- (aa) Determining the hourly rate applicable to a Level C13 adult employee, if 21 years of age or older, or the appropriate junior wage per week as prescribed by subclause (2) of Clause 6. - Wages of this Award.
- (bb) Multiplying that hourly rate by the number of weekly ordinary hours, less the average training as specified in the Registered Agreement.
- (e) Completed Traineeship - Continued Junior Employment:
Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to -
- (i) The Traineeship Scheme (excluding the Australian Traineeship System and a Career Start Traineeship), the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 3. - Definitions of this Award and the wage rate relevant thereto as prescribed in Clause 6. - Wages of this Award shall be the level of wage to which the prescribed age-related percentage appropriate to the junior employee concerned will be applied to calculate the weekly rate of wage for such junior employee; or
- (ii) the Australian Traineeship System, or the Career Start Traineeship, the rate of wage for Level C12 prescribed by Clause 6. - Wages of this Award shall be the level of wage to which the prescribed age-related percentage, appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.
- (8) Industry/Skill Levels:
The industry skill levels referred to in subclause (7) of this clause are those described in this subclause.
- (a) Industry/Skill Level A:
Office Clerical
Commonwealth Public Sector Clerical
State Public Sector Clerical
Local Government Clerical
Finance, Property and Business Services.
- (b) Industry/Skill Level B:
Wholesale and Retail
Recreation and Personal Services
Transport and Storage
Manufacturing.
- (c) Industry/Skill Level C:
Community Services and Health
Pastoral
Environmental
Wholesale and Retail - Vehicle Repair Services and Retail Sector.

SHIP PAINTERS' AND DOCKERS' AWARD NO. 29 OF 1960

Division II - This Division Shall Apply to Permanent Employees as Defined in Clause 17. - Definitions of Division I of This Award, Except Where Otherwise Provided

4. - RATES OF WAGES

- (1) The following shall be the minimum rates of wages payable to employees employed under this Division -
- | | Per Week \$ | ASNA | TOTAL |
|------------------|-------------|--------|--------|
| (a) Rigger | 342.20 | 104.00 | 446.20 |
| (b) General Hand | 302.90 | 104.00 | 406.90 |
- (2) Leading Hands - The following additional rates shall be paid to -

- (a) Leading Hands employed by the Fremantle Port Authority and the State Shipping Service
- (i) in charge of ten employees or less, an additional rate of 21.00
- (ii) in charge of more than ten employees, an additional rate of 22.90
- (b) Other Leading Hands 22.90
- (3) Notwithstanding the provisions of subclauses (1) and (2) of this clause the following shall be the minimum rates of wages payable to employees in the Inner Harbour -
- | | | | | |
|-----|---|--------|--------|--------|
| (a) | Rigger | 420.20 | 104.00 | 524.20 |
| (b) | General Hand | 414.20 | 104.00 | 518.20 |
| (c) | Sub-Foreman - State Shipping Service
Riggers' Loft | 433.30 | 104.00 | 537.30 |

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.

Division IV - Ship Building and/or Repairing

2. - RATES OF WAGES

- (1) The minimum weekly rates of wages for employees bound by this Division shall be -

		Per Week	
		A	B
		\$	\$
(a)	(i) Rigger Certificated	380.70	415.70
	(ii) Rigger Not Certificated	341.20	401.20
(b)	General Hand	316.40	376.40

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.

- (c) In any week when ship repair work is performed the parties may agree to the payment of a ship repair allowance to compensate for the disabilities associated with that work. The allowance agreed upon shall be in lieu of the provisions of Clause 3. - Special Rates of Division I of this award.
- (2) Leading Hands -

In addition to the appropriate total rate 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 | 14.60 |
| (b) | if placed in charge of more than ten and not more than twenty other employees | 22.50 |
| (c) | if placed in charge of more than twenty other employees | 28.90 |
- (3) A casual employee shall mean an employee who is engaged and paid as such, and shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he is employed.

**THE SHOP AND WAREHOUSE (WHOLESALE AND RETAIL ESTABLISHMENTS) STATE AWARD 1977
NO. R 32 OF 1976**

28. - WAGES

Part I -

The minimum rates of wages payable to workers under this award shall be as follows -

- (1) With effect on and from the 4 June 2004.

ADULTS (Classifications and Wages per week):

	(i) Who works ordinary hours Monday to Friday	(ii) Who works ordinary hours between Monday and 1.00 pm Saturday	(iii) Who works ordinary hours between Monday and Saturday with the completion of ordinary hours after 1.00 pm Saturday
	\$	\$	\$
Shop Assistants, Sales Person, Wholesale Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson, Packer, Despatch Hand, Reserve Stock Hand, Ticket Writer			
Award Rate	527.00	539.30	552.30
Window Dresser/ Visual Merchandiser			
Award Rate	533.90	546.20	561.20
Storeperson Operator Grade I			
Award Rate	538.20	550.50	565.60
Storeperson Operator Grade II			
Award Rate	543.00	555.30	570.40

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.

- (2) An employee in (1) - (5) above who is required by the employer to be in charge of a shop, store or warehouse or other employees shall be paid an in charge allowance for all purposes of the award calculated as follows:
- (a) if placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees -
3.4% of the rate specified in subclause (1) - (5) above, as appropriate
- (b) if placed in charge of three or more other employees but less than ten other employees -
6.2% of the rate specified in subclause (1) - (5) above, as appropriate
- (c) if placed in charge of ten or more other employees -
11.2% of the rate specified in subclause (1) - (5) above, as appropriate

Part II -

The minimum rates of wages payable to all junior workers covered by this award shall be as follows -

Junior workers: (per cent of the appropriate wage prescribed in PART I hereof) per week:

	%
Under 16 years of age	40
16 years of age to 17 years of age	50
17 years of age to 18 years of age	60
18 years of age to 19 years of age	70
19 years of age to 20 years of age	80
20 years of age to 21 years of age	90

Part III -

In addition to the rates prescribed elsewhere in this clause the following allowances and rates shall be paid to a worker where applicable:

- (1) (a) A worker required to operate a ride-on power operated tow motor, a ride-on power operated pallet truck or a walk beside power operated high lift stacker in the performance of his duties shall be paid an additional 54 cents per hour whilst so engaged.
- (b) A worker required to operate a ride-on power operated fork lift, high lift stacker or high lift stock picker or a power operated overhead traversing hoist in the performance of his duties shall be paid an additional 61 cents per hour whilst so engaged.

- (c) The allowances prescribed by this subclause shall not be payable to an employee engaged, and paid, as a "Storeman Operator Grade 1" or a "Storeman Operator Grade 2".
- (2) Any workers, whether a junior or adult, employed as a canvasser and/or collector shall be paid the adult male wage.
- (3) Where a canvasser provides his own bicycle he shall be paid an allowance of \$1.15 per week.
- (4) (a) A worker shall receive an additional payment for every hour of which he spends 20 minutes or more in a cold chamber in accordance with the following:
In a cold chamber in which the temperature is:
(i) Below 0° Celsius to -20° Celsius - 66 cents per hour
(ii) Below -20° Celsius to -25° Celsius - 77 cents per hour
(iii) Below -25° Celsius - 88 cents per hour.
(b) Workers required to work in temperatures less than -18.9° Celsius shall be medically examined at the employer's expense.
- (5) (a) A worker (full time, part time or casual) who is required to work any of his or her ordinary hours between 6.00p.m. and 11.30p.m. Monday to Friday inclusive in a "small retail shop" as defined or a "special retail shop" (pharmacy) as defined shall be paid at a loading of 20% for each hour worked after 6.00p.m.
For casual workers such loading shall be paid in addition to the rates prescribed in Clause 7 (4) of this award.
(b) A worker (part time or casual) who is required to work any of his or her ordinary hours between 6.00p.m. and 11.30p.m. on Saturday in a "small retail shop" as defined or a "special retail shop" (pharmacy) as defined shall be paid at a loading of 20% for each hour worked after 6.00p.m.
(i) A casual worker employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by subclause (5) of Clause 7. - Casual Workers.
(ii) A part time worker employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by paragraph (b) of subclause (7) of Clause 8. - Part Time Workers.
- (6) (a) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours between 6.00pm and midnight Monday to Friday inclusive shall be paid a loading of 20% for each hour so worked.
Provided that for casual workers such loading shall be paid in addition to the rates prescribed in Clause 7. - Casual Workers subclause (4) of this award.
(b) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours between 6.00pm and midnight on Saturday shall be paid a loading of 20% for each hour worked after 6.00pm.
(i) A casual employee employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by subclause (5) of Clause 7. - Casual Workers.
(ii) A full or part-time employee employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by paragraph (b) of subclause (7) of Clause 8. - Part-Time Workers.
(c) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours before 7.00am on any day Monday to Saturday inclusive shall be paid a loading of 30% for each hour so worked.
Provided that for casual workers such loading shall be paid in addition to the rates prescribed in Clause 7. - Casual Workers subclause (4) of this award.
- (7) An automotive spare parts or accessories salesman qualified (i.e. one who has passed the appropriate course of technical training) shall be paid the sum of \$20.45 per week in addition to the rates prescribed herein.

47. - TRAINEESHIPS

- (1) Scope
(a) Subject to paragraph (b) of this subclause, this clause 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 Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977 No. R 32 of 1976.
(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 Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977 No. R 32 of 1976.

"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 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 programme 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 programme 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 programme 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 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 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 five 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 shift work in order to ensure the training programme is successfully completed.
 - (ii) No trainee shall work overtime or shift work on their own unless consistent with the provisions of this award.
 - (iii) No trainee shall work shift work unless the parties to a traineeship scheme agree that such shift work 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-shift work 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.

School Leaver	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	166.00	200.00	233.00
Plus 1 year out of school	200.00	233.00	267.00
Plus 2 years	233.00	267.00	313.00
Plus 3 years	267.00	313.00	356.00
Plus 4 years	313.00	356.00	
Plus 5 years	356.00		

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.

- (b) The skill level of approved Traineeships in the retail and wholesale industries has been agreed to be skill Level B.
- (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 clause ceases to apply to the employment of the trainee and the award shall apply to the former trainee.

SHOW GROUNDS MAINTENANCE WORKER'S AWARD NO. 55 OF 1968

27. - WAGES

- (1) The minimum rates of wages per week payable to workers covered by this award shall be the wages prescribed in subclause (2) of this clause.

	Rate Per Week \$	ASNA	TOTAL
(2) (a) Motor Vehicle Drivers -			
Not exceeding 25cwt capacity	327.40	104.00	431.40
Exceeding 25cwt but not exceeding 3 tons capacity	331.40	104.00	435.40
Exceeding 3 tons but under 6 tons capacity	335.10	104.00	439.00
Exceeding 6 tons and over but under 7 tons capacity	338.50	104.00	442.50
Exceeding 7 tons and over but under 8 tons capacity	340.00	104.00	444.00
(b) Machine Drivers -			
Operator-powered roller under 8 tons	319.30	104.00	423.30
Operator-powered roller 8 tons and over	326.50	104.00	430.50
Operator-powered vibrating roller under 4 tons	319.30	104.00	423.30
Operator-powered vibrating roller 4 tons and over	326.50	104.00	430.50
Operator-powered road roller pneumatic tyred 8 tons and over	326.50	104.00	430.50
Operator-tractor-pneumatic tyred without power operated attachments -			
(i) Classes 1 and 2	314.90	104.00	418.90
(ii) Classes 3, 4, 5 and 6 (including tractors tilting or a one man hitch trailer)	319.30	104.00	423.30
(iii) Over Class 6	326.50	104.00	430.50
Operator-tractor-pneumatic tyred with power operated attachments -			
(i) Classes 1 and 2	319.30	104.00	423.30
(ii) Classes 3, 4, 5 and 6 (not including tractors tilting or a one man hitch trailer)	326.50	104.00	430.50
(iii) Over Class 6 and up to and including 230 engine horsepower	335.10	104.00	439.10
(iv) Over Class 6 with power operated attachments in excess of 230 engine horsepower	341.60	104.00	445.60
Operator - Graders -			
(i) Drawn Graders	326.50	104.00	430.50
(ii) Grader - power operated below 50 net engine horsepower	335.10	104.00	439.10
(iii) Grader - power operated 50 to 100 net engine horsepower	341.60	104.00	445.60
(iv) Grader - power operated above 100 net engine horsepower	347.80	104.00	451.80
Operator of portable petrol driven crosscut or circular saw	313.70	104.00	417.70
(c) Gardeners -			
Propagator	315.20	104.00	419.20
Nurserymen, first class gardeners appointed as such by the employer and street tree pruners	312.20	104.00	416.20
Gardeners planting out and attending flower beds and assisting nurserymen	295.10	104.00	399.10
Hand power motor mower	295.10	104.00	399.10
Hand rotary hoe and operators of other machines	295.10	104.00	399.10
Sprayers or fumigators of noxious weeds and/or pests vermin, mosquitoes, or ants or workers employed in destroying blackberry bush or boxthorn -			
(i) Hand operated	313.60	104.00	417.60
(ii) Power Operated	317.80	104.00	421.80
(d) General -			
Track hands	295.10	104.00	399.10
Machine man (jackhammer)	312.20	104.00	416.20
Concrete slab layer	320.60	104.00	424.60
Concrete kerb layer	320.60	104.00	424.60
Concrete finisher	322.90	104.00	426.90
Others	293.20	104.00	397.20

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.

(3) For the purpose of paragraph (b) of subclause (2) of this clause -

(a) Pneumatic tyred tractors up to 230 power take-off h.p. 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
7	Over 80 up to 100
8	Over 100

(b) Pneumatic tyred tractors over 230 power take-off h.p. are classified as indicated in the margins table of this clause.

(c) Self-propelled rollers are classified by weight complete including maximum ballast.

(d) Back hoe when attached to a tractor shall be considered as a power operated attachment to the tractor.

(4) (a) Leading hands placed in charge of not less than three or more than ten other workers shall be paid \$15.00 per week above the rates of wage of the workers whose work they direct.

(b) Leading hands placed in charge of more than ten but not more than 20 other workers shall be paid \$22.70 per week above the rate of wage of the workers whose work they direct.

(c) Leading hands placed in charge of more than 20 other workers shall be paid \$29.50 per week above the rate of wage of the workers whose work they direct.

SOAP AND ALLIED PRODUCTS MANUFACTURING AWARD NO. 25 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 \$
Adult employees:			
Product maker - soap crutcher, liquids powders and pastes, detergents and cleaners polishes and stains, toilet soaps	343.60	142.00	485.60
Assistant Product Maker	335.60	142.00	477.60
General Hand other than above	327.50	142.00	469.50

(2) Junior Employees. Junior Employees shall receive the prescribed percentage of the General Hand minimum rate.

	%
Under 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
At 20 years of age, adult rates	100

(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.

SOCIAL TRAINERS (NULSEN HAVEN) AWARD NO. A11 OF 1985

11. - WAGES

- (1) The minimum rates of wage payable to employees covered by this award shall be as set out hereunder:

	Base Rate Per Annum \$	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$
TRAINEE SOCIAL TRAINER:				
Under 21 years				
On appointment				
Level 1, appropriate to age				
2nd year				
Next additional increment				
3rd year				
Next additional increment				
Level One				
18 years of age	19,589	275.00	114.50	389.50
19 years of age	21,816	316.30	117.50	433.80
20 years of age	23,830	353.60	120.20	473.80
Over 21 years				
On appointment Level 1, 1st year of adult service	26,610	387.10	142.00	529.10
2nd year Level 1, 2nd year of Adult service	27,262	399.60	142.00	541.60
3rd year Level 1, 3rd year of adult service	27,914	412.10	142.00	554.10
SOCIAL TRAINER				
On appointment Level 1, 4th year of adult service	28,801	427.10	144.00	571.10
2nd year Level 1, 5th year of adult service	29,453	439.60	144.00	583.60
3rd year Level 1, 6th year of adult service	30,100	452.00	144.00	596.00
4th year Level 1, 7th year of adult service	30,742	466.30	142.00	608.30
5th year Level 1, 8th year of adult service	31,263	476.30	142.00	618.30
6th year Level 1, 9th year of adult service	32,030	491.00	142.00	633.00
SENIOR SOCIAL TRAINER:				
1st year Level 2, 1st year of adult service	32,948	508.60	142.00	650.60
2nd year Level 2, 2nd year of adult service	33,747	521.90	144.00	665.90
3rd year Level 2, 3rd year of adult service	34,498	536.30	144.00	680.30
4th year Level 2, 4th year of adult service	35,275	551.20	144.00	695.20
5th year Level 2, 5th year of adult service	36,094	566.90	144.00	710.90

- (2) Provided that an employee who has been reclassified from one designation to that of Trainee Social Trainer or Social Trainer shall be entitled to no reduction in conditions of employment or rates of pay to that the employee would have received if he/she had remained in his/her former classification.

- (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.

SOCIAL TRAINERS AND ASSISTANT SUPERVISORS' (ACTIV FOUNDATION) AWARD NO. A 15 OF 1984

32. - WAGES

- (1) The minimum weekly rate of wage payable to employees covered by this award shall be as set out hereunder:

	OLD RATE PER ANNUM \$	ARBITRATED SAFETY NET ADJUSTMENTS PER ANNUM \$	NEW RATE PER ANNUM \$	TOTAL RATE PER FORTNIGHT \$
Trainee Social Trainer				
Under 21 years -				
1st Year Level 1, appropriate to age				
2nd Year Next additional increment				
3rd Year Level One Next additional increment				
18 years of age	14238	5827	20065	769.26
19 years of age	16481	5975	22456	860.93
20 years of age	18507	6108	24615	943.70

	OLD RATE PER ANNUM \$	ARBITRATED SAFETY NET ADJUSTMENTS PER ANNUM \$	NEW RATE PER ANNUM \$	TOTAL RATE PER FORTNIGHT \$
Over 21 years				
1st Year Level 1, 1st year of adult service	20331	7407	27738	1063.44
2nd Year Level 1, 2nd year of adult service	20983	7407	28390	1088.44
3rd Year Level 1, 3rd year of adult service	21634	7407	29041	1113.39
Social Trainer				
On appointment Level 1, 4th year of adult service	22281	7512	29793	1142.23
2nd year Level 1, 5th year of adult service	22932	7512	30444	1167.18
3rd year Level 1, 6th year of adult service	23583	7408	30991	1188.15
4th year Level 1, 7th year of adult service	24332	7408	31740	1216.87
5th year Level 1, 8th year of adult service	24850	7408	32258	1236.73
6th year Level 1, 9th year of adult service	25616	7408	33024	1266.10
Senior Social Trainer				
1st year Level 2, 1st year of adult service	26533	7304	33837	1297.27
2nd year Level 2, 2nd year of adult service	27236	7408	34644	1328.21
3rd year Level 2, 3rd year of adult service	27975	7408	35383	1356.54
4th year Level 2, 4th year of adult service	28756	7408	36164	1386.48
5th year Level 2, 5th year of adult service	29573	7408	36981	1417.80
Community Access Co-ordinator/ Assistant Supervisor				
1st year	22946	7512	30458	1167.72
2nd year	23597	7512	31109	1192.68
3rd year	24346	7408	31754	1217.41
4th year	24864	7408	32272	1237.27
5th year	25629	7408	33037	1266.60

- (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.

SOFT FURNISHINGS AWARD NO. A23 OF 1982

7. - WAGES

The minimum rates of wage for employees covered by this award shall be:

- | (1) | Classification | Total Rate
\$ |
|-----|-----------------------------------|------------------|
| (a) | Workroom Supervisor | 594.60 |
| (b) | Specialist Soft Furnishings Maker | 561.20 |
| (c) | Installer | 546.70 |
| (d) | Cutter | 542.50 |
| (e) | Machinist | 521.70 |
| (f) | Presser and Finisher | 496.60 |
| (g) | Trainee (entry level employee) | 484.10 |
- (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) Apprentices:
- | | | |
|-----|--|----|
| (a) | The rate per week for apprentices shall be the percentages shown in paragraph (b) hereof, of the total rate for a Specialist Soft Furnishings Maker. | |
| (b) | Percentages | |
| | Three Year Term | % |
| | First Year | 42 |
| | Second Year | 55 |
| | Third Year | 88 |

- (4) Junior Employees:
- (a) The wages per week for a junior employee shall be the percentage shown in paragraph (b) hereof, of the total rate for a Machinist.
- (b) Percentage: %
- | | |
|-------------------------|------|
| Under 16 years | 40 |
| Between 16 and 17 years | 48.5 |
| Between 17 and 18 years | 56 |
| Between 18 and 19 years | 77 |
| Between 19 and 20 years | 84 |
| Between 20 and 21 years | 89.5 |

45. - TRAINEESHIPS

- (1) Scope
- (a) Subject to paragraph (b) of this subclause, this clause shall apply to persons:
- (i) who are undertaking a Traineeship (as defined); and
- (ii) who are employed by an employer bound by this award.
- (b) Provided that this clause shall not apply to employees who were or are undertaking a traineeship otherwise than a traineeship as defined by this clause prior to the date of commencement of this clause.
- (c) This clause has no relationship to the Apprenticeship system.
- (2) Objective
- The objective of this clause is to facilitate the establishment of a traineeship which provides approved training in conjunction with employment in order to enhance the skills and future employment prospects of Trainees, particularly young people, and the long term unemployed. The system is neither designed nor intended for those who are already trained and job ready. It is not intended that existing employees shall be displaced from employment by Trainees. Nothing in this clause shall be taken to replace the prescription of training requirements in the award.
- (3) Definitions
- In this clause:
- (a) "Approved Training" means training undertaken (both on and off the job) in a Traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved by the State Training Authority or the National Employment and Training Taskforce (NETTFORCE). The training will be accredited and lead to qualifications as set out in subclause (4)(e).
- (b) "Award" means the Soft Furnishing Award No A 23 of 1982.
- (c) "Union" means the Forest Products, Furnishing and Allied Industries Industrial Union of Workers, WA.
- (d) "Trainee" means an employee who is bound by a Traineeship Agreement made in accordance with this award.
- (e) "Traineeship" means a system of training which has been approved by the State Training Authority, or which has been approved on an interim basis by NETTFORCE, until final approval is granted by the State Training Authority.
- (f) "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 State Training Authority, NETTFORCE, or under the provisions of the State Employment and Skills Development Authority Act 1991, or any successor legislation. A Traineeship Agreement shall be made in accordance with the approved Traineeship Scheme and shall not operate unless this condition is met.
- (g) "Traineeship Scheme" means an approved Traineeship applicable to a group or class of employees, or an enterprise within the industry of Soft Furnishing Manufacture. A Traineeship Scheme shall not be given approval unless consultation and negotiation with the union upon 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. A Traineeship Scheme shall include a standard format which may be used for a Traineeship Agreement.
- (h) "Parties to a Traineeship Scheme" means the employer and the union involved in the consultation and negotiation required for the approval of the Traineeship Scheme.
- References in this clause to "the State Training Authority and/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 State Training Authority.
- (4) 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 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 Traineeship Agreement, made in accordance with this clause, has been signed by the employer and the trainee and lodged for registration with the State Training Authority, 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 State Training Authority. 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 State Training Authority or NETTFORCE and training records or work books may be utilised as a part of this monitoring process.
- (e) Training is to 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, team work, using technology), and as are proposed to be included in the Australian Vocational Certificate 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 Australian Vocational Certificate Level 2 qualification or above.

(5) 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 State Training Authority or NETTFORCE, the employer and the Trainee 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) 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 subsequently to the State Training Authority or NETTFORCE. The written notice to be provided to the State Training Authority or NETTFORCE shall be provided within 5 working days of the termination.
An employer who chooses not to continue the employment of a trainee upon completion of the traineeship shall notify, in writing, the 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 shall be counted as service for the purposes of the 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 his or her own unless consistent with the provisions of the 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 a non-shiftwork Trainee.
 - (iv) The trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed in this award.
- (f) All other terms and conditions of this award that are applicable to the trainee, or would be applicable 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.
- (h) The right of entry provisions contained in Clause 21 of this award shall apply to the parties bound by the Traineeship.

(6) Wages of Trainees

- (a)
 - (i) The weekly wages payable to a Trainee are as provided for in paragraph (iv) of this subclause.
 - (ii) These wage rates will only apply to Trainees while they are undertaking the Traineeship, which includes approved training, as defined.
 - (iii) The wage rates prescribed by this subclause do not apply to the complete trade level training which is covered by the Apprenticeship system.
 - (iv) 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.

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00(50%)* 160.00 (33%)	169.00 (33%) 191.00 (25%)	225.00
plus 1 year out of school	191.00	225.00	257.00
plus 2 years	225.00	257.00	301.00
plus 3 years	257.00	301.00	344.00
plus 4 years	301.00	344.00	
plus 5 years/more	344.00		

* Figures in brackets indicate the average proportion of time spent on 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) Subclause (8) sets out the industry/skill level of an approved Traineeship. The industry skills contained in subclause (8) are prima facie the appropriate levels but are not determinative of the actual skill levels 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:
- (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 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.
- (c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:
- (i) include any period of schooling beyond Year 10 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; and
 - (iii) not include any period during a calendar year in which a year of schooling is completed.
- (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.
- (7) Special Arrangements
- The wage rates contained in this clause are minimum rates. Subject to the foregoing, the Western Australian Industrial Relations Commission shall be requested to determine the appropriate wage rates for any Traineeship not regarded by the parties as appropriately covered by this award.
- (8) Industry/Skill Levels
- Industry/Skill Level B:**
- Wholesale and Retail
Recreation and Personal Services
Transport and Storage
Manufacturing

**STATE RESEARCH STATIONS, AGRICULTURAL SCHOOLS AND COLLEGE WORKERS AWARD 1971
NO. 23 OF 1971**

26. - WAGES

(1)	Department of Agriculture (increments based on service):	A	B	C
		RATE PER WEEK FIRST YEAR OF SERVICE	RATE PER WEEK SECOND YEAR OF SERVICE	RATE PER WEEK THIRD AND SUBSEQUENT YEARS OF SERVICE
		\$	\$	\$
(a)	General Operative			
	Grade II	-	348.09	-
	Arbitrated Safety Net Adjustments		142.00	
	Total		490.09	
(b)	General Operative			
	Grade I	371.66	375.97	379.55
	Arbitrated Safety Net Adjustments	142.00	142.00	142.00
	Total	513.66	517.97	521.55
(c)	Agricultural			
	Operative	379.76	384.17	387.86
	Arbitrated Safety Net Adjustments	142.00	142.00	142.00
	Total	521.76	526.17	529.86

	A RATE PER WEEK FIRST YEAR OF SERVICE \$	B RATE PER WEEK SECOND YEAR OF SERVICE \$	C RATE PER WEEK THIRD AND SUBSEQUENT YEARS OF SERVICE \$
(d) Senior Agricultural Operative (Tradesperson)	423.83	428.75	432.96
Arbitrated Safety Net Adjustments	144.00	144.00	144.00
Total	567.83	572.75	576.96
(e) Senior Agricultural Operative Special	476.83	484.00	491.18
Arbitrated Safety Net Adjustments	142.00	142.00	142.00
Total	618.83	626.00	633.18

(2) Ministry of Education (increments based on performance provided that for entry to the level of (d) hereof the employee shall hold the appropriate qualification):

	A RATE PER WEEK \$	B RATE PER WEEK \$	C RATE PER WEEK \$
(a) Agricultural Training Officer Level 1	433.67	438.80	443.21
Arbitrated Safety Net Adjustments	144.00	144.00	144.00
Total	577.67	582.80	587.21
(b) Agricultural Training Officer Level 2	449.87	455.30	459.71
Arbitrated Safety Net Adjustments	144.00	144.00	144.00
Total	593.87	599.30	603.71
(c) Agricultural Training Officer Level 3	466.68	472.42	481.03
Arbitrated Safety Net Adjustments	142.00	142.00	142.00
Total	608.68	614.42	623.03
(d) Agricultural Training Officer Level 4	496.30	511.68	527.05
Arbitrated Safety Net Adjustments	142.00	142.00	144.00
Total	638.30	653.68	671.05

(3) Ministry of Education (increments based on performance):

	A RATE PER WEEK \$	B RATE PER WEEK \$	C RATE PER WEEK \$	D RATE PER WEEK \$
(a) Kitchen Staff employee Level 1	370.84	377.50	381.71	
Arbitrated Safety Net Adjustments	142.00	142.00	142.00	
Total	512.84	519.50	523.71	
(b) Kitchen Staff employee Level 2	387.55	395.85	400.98	
Arbitrated Safety Net Adjustments	142.00	142.00	142.00	
Total	529.55	537.85	542.98	
(c) Kitchen Staff employee Level 3	412.15	421.17	435.01	443.51
Arbitrated Safety Net Adjustments	142.00	144.00	144.00	144.00
Total	554.15	565.17	579.01	587.51
(d) Kitchen Staff employee Level 4	448.23	455.92	460.73	
Arbitrated Safety Net Adjustments	144.00	144.00	144.00	
Total	592.23	599.92	604.73	

(4) Employees of the Ministry of Education performing Housemaster's duties shall be entitled to payment in accordance with the rates and conditions prescribed by the Government School Teachers' Salaries Award.

(5) (a) For the purposes of (2) and (3) hereof, the following is to apply:

Assessment Within Levels

It is agreed that a performance management system should be used to assess the employee's performance and suitability to move from one increment point (A, B or C) to another within a particular level.

The personnel involved in assessing Agricultural Training Officers shall be:

- the Principal (or nominated representative) and the Farm Supervisor (or Agricultural Teacher) at the establishment.
- (b) A copy of this assessment and relevant documents will be sent to the employer's Head Office and the employee shall be entitled to the next annual increment.
- (c) In the event of an assessment that the performances has been unsatisfactory, the employee will be given three (3) months to show an improvement and be reassessed for his/her increment and suitability to continue employment in that capacity.
- (d) Employees will be subject to periodic review in order to receive an increment.
- (6) (a) Assessment to a Higher Classification

There is a specific requirement at each level to master a number of major areas on the farm, as outlined in the National Core Curriculum Farm Skills Training Guide. The assessment procedure has been agreed to and should be read in conjunction with the "definitions" and "wages" clauses of this award.
- (b) The Assessment Panel shall consist of the following: Employer Nominee, Supervisor and the Appropriate Member of Advisory Council.
- (c) The assessment will be based on criteria established by the National Core Curriculum and consistent in every instance of assessment. Success will be determined by the criteria outlined and tested by this document and the panel members' decision must be unanimous. Criteria in addition to that outlined in the National Core Curriculum, assessed by the nominated panel will be the Agricultural Training Officer's ability to demonstrate and communicate with the students.
- (d) Reasons for the decision are to be made available to the Agricultural Training Officer.
- (e) The assessment report will then be forwarded to the Co-ordinator of Agricultural Education to be processed as a reclassification. Further increments within the level, (excluding and unless Level 4) will be subject to annual review; however the progression from one classification to another is not restricted by a qualifying time period.
- (f) In the event that an employee wishes to appeal against the result of the assessment, the following is to apply:
 - (i) The employee shall forward to the Co-ordinator of Agricultural Education for receipt within 14 days of the decision being made, a written statement outlining the reason and grounds for disputing the decision.
 - (ii) On receipt of such written statement, the employer shall notify the Union of that fact.
 - (iii) The employer may require the original assessment panel to comment in writing to the Co-ordinator stating the reasons for unsuccessful assessment.
 - (iv) A review panel will then be appointed to reassess the claim.
 - (v) The decision of the review panel will be accepted by the employer and by the Union as final.
 - (vi) Nothing in the foregoing shall be construed so as to limit or pre-empt the rights of any employee pursuant to the Industrial Relations Act 1979.
- (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.

STATE ENERGY COMMISSION OF WESTERN AUSTRALIA WAGES AND CONDITIONS AWARD 1988

NO. A 1 OF 1989

30. - WAGES

- (1) Wage rates

The total wage payable weekly to adult employees (other than apprentices) for 37.5 hours per week shall be as follows:

Level	Relativity %	Wage Rate \$	ASNA	TOTAL
Non Trade Entry	80	395.40	104.00	499.40
Level 1	84	415.10	104.00	519.10
Level 2	88	434.90	104.00	538.90
Level 3	92	454.70	106.00	560.70
Level 4	96	474.40	106.00	580.40
Level 5	100	494.20	106.00	600.20
Level 6	105	518.90	104.00	622.90
Level 7	110	543.60	104.00	647.60
Level 8	115	568.30	106.00	674.30
Level 9	120	593.00	106.00	699.00

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) Translation, Phasing in and Movement through the Broadband

Except for apprentices and junior employees, classifications will translate, phase-in and move through the broadband as follows:-

(a) Cable Joiner Trainee, Lineperson Trainee and Lineperson Trainee Old.

The classifications of Cable Joiner Trainee, Lineperson Trainee and Lineperson Trainee Old will translate from the classification, experience and service levels in columns A, B and C of Part I of Schedule 1 to the broadband rates set out in column D of that part of Schedule 1. Employees in such classifications will progress through the broadband in accordance with experience and/or service level changes for the duration of their training.

(b) Instrument/Electrical Fitter Stage I

Employees meeting the requirements of an Instrument/Electrical Fitter Stage I as provided in Clause 6. - Definitions shall receive a weekly all purpose allowance of \$12.35 in addition to the wage rates set out in subclause (1) hereof for their classification until such time as they achieve the requirements of an Instrument/Electrical Fitter as provided for in Clause 6. - Definitions at paragraph (f).

(c) Other classifications

(i) Classifications subject to phasing in

Classifications, experience and service levels shown in columns A, B and C of Part II of Schedule 1 will translate to the broadband rates set out in column D of that part of Schedule 1. Such classifications will progress through the broadband in accordance with columns E and F.

Provided that employees engaged or promoted after 7 August 1994 will be paid the rate for their classification prescribed in Column D of Schedule 1 with subsequent progression to the rate prescribed in Column E on 6 August 1995 and Column F on 4 August 1996.

(ii) Classifications not subject to phasing in

Classifications, experience and service levels not shown in columns A, B and C of Part II of Schedule 1 will translate to the levels shown in Schedule 2, and be paid in accordance with subclause (1) of this clause.

(3) 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.

(4) Apprentices

(a) The weekly wage rate for all apprentices other than Instrument/Electrical Fitting apprentices shall be the appropriate percentage of \$487.40 as specified hereunder.

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
3.5 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) The weekly wage rate for Instrument/Electrical Fitting apprentices shall be the appropriate percentage of \$487.40 as specified hereunder:-

FOUR YEAR TERM	%
First Year	42
Second Year	55
Third Year	75
Fourth Year	96

(5) Junior Employees - Engineering and Gas

(a) Junior employees shall be paid the following percentages of \$422.60 as specified hereunder -

- | | |
|-----------------------|------|
| | % |
| Under 16 years of age | 35 |
| 16 - 17 years of age | 45 |
| 17 - 18 years of age | 55 |
| 18 - 19 years of age | 65 |
| 19 - 20 years of age | 78.5 |
| 20 - 21 years of age | 93 |
- (b) Notwithstanding the provisions of subclause (2) and paragraph (a) hereof, a junior employee over the age of 20 who has completed 12 months service as a Lineperson's Assistant or as a Gas Distribution Operator, shall be paid the Level 1 rate as prescribed in subclause (1) of this clause but subject to the provisions of paragraph (c) of subclause (2) of this clause.
- In no other circumstances will a junior employee be paid other than his/her classified junior employee rate.
- (c) Notwithstanding the provisions of paragraph (a) hereof, no junior employee will be engaged in Engineering Trades unless that employee has attained the age of 18 years.
- (6) **Leading Hands**
- A leading hand (i.e. an employee placed in charge of 3 or more other employees or otherwise classified by SECWA as a leading hand), shall be paid an additional all purpose allowance set out hereunder for 37.5 hours work -
- | | |
|---|-------|
| | \$ |
| (a) if in charge of not more than 10 other employees | 16.60 |
| (b) if in charge of more than 10 and not more than 20 other employees | 25.40 |
| (c) if in charge of more than 20 other employees | 32.70 |
- (7) **Tool Allowance**
- (a) Where SECWA does not provide a tradesperson with the tools ordinarily required by that tradesperson in the performance of his/her work as a tradesperson, SECWA shall pay a weekly tool allowance for 37.5 ordinary hours work as follows:
- | | |
|---------------------------|-------|
| | \$ |
| Bricklayers | 10.70 |
| Plasterers | 12.30 |
| Carpenters | 14.90 |
| Plumbers | 14.90 |
| Painters | 3.70 |
| Engineering Tradespersons | 9.00 |
- (b) Provided that where an employee works less than 37.5 ordinary hours, the employee shall only be entitled to payment of the tool allowance for the actual ordinary hours worked.
- (c) Any tool allowance paid pursuant to paragraph (a) hereof to an engineering tradesperson, shall be included in, and form part of, the ordinary weekly wage for 37.5 hours' work prescribed in this clause.
- (d) The tool allowance shall not be paid where SECWA supplies the employees with all necessary tools but the amount mentioned in paragraph (a) hereof shall be payable for each week in which SECWA supplies all necessary tools if the employee is intermittently required by SECWA to provide his/her own tools.
- (e) The tool allowances prescribed in paragraph (a) hereof (with the exception of painters and engineering tradespersons) each include an amount of 8 cents for the purpose of enabling the employees to insure their tools against loss or damage by theft or fire.
- (f) SECWA shall provide for the use of tradespersons all necessary power tools, special purpose tools and precision measuring instruments.
- (g) A tradesperson shall replace or pay for any tools supplied by SECWA, if lost through his/her negligence.
- (8) **New Classification Structure & Transitional Arrangements**
- (a) **Broadbanding**
- The parties to the Award have commenced the process of developing a new competency based classification structure by broadbanding the existing classifications into nine levels. The relativities and wage rates for these levels have been agreed as set out in subclause (1) hereof and provide the basis for lining up existing classifications without loss of pay as set out in Schedules 1 and 2. The nine level structure, wage rates and lining up of existing classifications will assist in the development of a competency based classification structure.
- (b) **Competency Based Classification Structure**
- The parties to the Award are committed to establishing a competency based classification structure by August 1994. The principles agreed between the parties in the SECWA Competency Standards Taskforce to develop and implement this structure are set out in Schedule 3.
- (c) **Transitional Arrangements**
- The following transitional arrangements will apply pending finalisation of the new competency based classification structure.
- (i) The agreed new wages and broadbanded classification structure is set out in this clause. In the transition to this new structure the parties shall undertake appropriate consultation.
- (ii) The existing classifications are lined up on the basis of existing wage rates and relativities into the nine levels as set out in Schedule 2. Upon translation to the broadbanded classification structure all employees will be recognised as possessing the skills normally associated with and included in the

training which was undertaken to obtain their previous classification status. They will therefore be required to exercise the full extent of these skills without artificial restriction.

- (iii) Employees will transfer to the new classification structure, without loss of pay.
 - (iv) Definitions are to be developed for each level, in accordance with the principles agreed between the parties referred to in paragraph (b) hereof. In the interim, levels 1 to 8 are described by the classification names assigned to those broadband levels set out in Schedule 2 but subject to the classification names, experience and service levels set out in Schedule 1. The level 9 definition is subject to the implementation of competency standards.
 - (v) In the transition period, promotion between levels will continue to be in accordance with existing promotional procedures.
 - (vi) Notwithstanding the provisions of Clause 7 - Mixed Functions of the Award, an employee will be deemed to be acting only if the employee is directed to perform the whole range of work of a classification which is at a higher level in the broadband as set out in Schedule 2. Such employees will be paid in accordance with existing procedures at the appropriate rate in Schedule 1 or, in the case of classifications not subject to phasing in, at the appropriate rate in Schedule 2.
 - (vii) New employees will be appointed to the level at which their classification, experience and service level translates to the broadband structure as provided in Schedule 1.
- (9) Liberty to Apply
- (a) The parties to this award have the liberty to apply to amend the wage rate for the classifications Instrument Electrical Fitter and Instrument Electrical Fitter Stage 1 in the event of the emergence of national standards in training, qualifications and work requirements relevant to those classifications.
 - (b) The unions party to this award have the liberty to apply to insert classification levels above Level 9 into the award.

STOREMEN (GOVERNMENT) CONSOLIDATED AWARD 1979 NO. 20 OF 1969

20. - WAGES

- (1) It is a term of this Award that the Unions 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 over-award, except when consistent with the State Wage Principles.

- (2) The rates of wages payable to employees under this award shall be as follows:

- (a) Adults (Classification and Wage per week):

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Award Rate \$
Storeperson Level 4			
Grade 1	440.75	122.00	562.75
Grade 2	451.00	122.00	573.00
Grade 3	461.25	122.00	583.25
Storeperson Level 3			
Grade 1	421.28	120.00	541.28
Grade 2	427.43	120.00	547.43
Grade 3	433.58	120.00	553.58
Storeperson Level 2			
Grade 1	408.46	120.00	528.46
Grade 2	414.61	120.00	534.61
Grade 3	421.07	120.00	541.07
Storeperson Level 1			
Grade 1	397.70	120.00	517.70
Grade 2	402.83	120.00	522.83
Grade 3	407.95	120.00	527.95

- (b) Junior Employees (percent of the wage prescribed for a Storeperson Level 1 Grade 1 in paragraph (a) above).

Under 16 years of age	43%
16 to 17 years of age	53%
17 to 18 years of age	62%
18 to 19 years of age	77%
19 to 20 years of age	83%
At 20 years of age	92%

- (3) (a) A Level 1 Storeperson required to operate a walk beside power operated tow motor, or a ride on power operator pallet truck in the performance of his/her duties shall be paid an additional 33 cents per hour whilst so engaged.

- (b) A Level 1 Storeperson required to operate a ride on power operated forklift, high lift stacker, high lift stock picker or a power operated overhead traversing hoist in the performance of his/her duties, shall be paid an additional 46 cents per hour whilst so engaged.
- (4) Cold Chamber Allowances
- (a) An employee 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:
- (i) Below 0 degrees Celsius to -20 degrees Celsius:
49 cents per hour
- (b) Employees required to work in temperatures less than -18.9 degrees Celsius shall be medically examined at the employer's expense.
- (5) Casual employees shall receive 20 per centum in addition to the rates prescribed in this clause.
- (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.

STOREMEN INDEPENDENT WOOLDUMPERS PTY LTD AWARD 1982 NO. A 36 OF 1982

10. - WAGES

The minimum rates of pay payable to adult workers under this award shall be as follows:

(1) WAGE RATES – ADULT

	Operative from first pay period commencing on or after 4 June 2004 Award Rate \$	ASNA	TOTAL
Storeman Grade 1 - Any other function not elsewhere included. Assisting at dump press Core sampling, by hand. Cutting bands to length for unitising. Fadging or boodling. Feeding wool into blending machines. Handling dried or semi-dried skins. Head marking or branding head of bale at receipt or weighing. Inserting lot plates or dividers. Kicking back. Lobbing. Opening or closing bales. Pushing into or taking from elevators or drops. Sampling. Sewing. Weight adjusting. Wheeling baskets. Stacking including operating stacking machine. Hand trucking. Transporting bales by tow-motor or other self-propelled vehicle without power operated attachments (one trailer only). Unitising or banding of dumped bales	400.10	94.00	494.10
Storeman Grade 2 - Breaking out specified bales for shipping showing or blending. Breaking out from rail trucks or breaking down stacks of wool. Port marking and branding wool for shipment. Operating and in charge of dump press. Transporting bales by tow-motor or other self-propelled vehicle without power operated attachments (two or more trailers)	410.30	94.00	504.30
Storeman Grade 3 - Handling or hanging or drying green skins (including trottering or sheepskins).			

	Operative from first pay period commencing on or after 4 June 2004 Award Rate \$	ASNA	TOTAL
Handling hides including stacking and unstacking.			
Operating and in charge of skin press.			
Operating forklift or other self-propelled vehicle with power operated attachments used for lifting, transporting or stacking of bales.			
Operating bale tumbler and conveyor turntable or spur gates on receival system -			
Sheetman or fossicker.			
Wool pressing on show floor of working singly or operating hand press	410.60	94.00	504.60
Storeman Grade 4 -			
Leader of gang including a gang leader on interlotting prior to showing or a gang leader positioning or tightening up on show floor.			
Classing skins, furs or hides.			
Operating gantry multiple bale unloader.			
Sworn weigher or employee (including forklift driver) recording or carrying out clerical functions in receiving, weighing, delivering or shipping of bales including notifying locations of bales by radio	415.00	94.00	509.00
Storeman Grade 5 -			
Employee in charge of an out store.			
Head shipping clerk.			
Man in charge of skin or hide or produce store.			
Operating container handling equipment.			
Show floor leading hand	418.00	94.00	512.00
Storeman Grade 6 -			
Operating core and/or grab sampling machine	428.90	94.00	522.90
Wool Classer -			
Classing or sorting wool with or without mechanical aids in rehandling departments or stores	436.40	94.00	530.40
Overlooker -			
Overlooker in rehandling department overlooking:			
2 to 5 employees	443.60	94.00	537.60
6 or more employees	451.20	94.00	545.20

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) Adult Females

- (a) An adult female worker employed in a classification listed in paragraph (b) hereof shall be paid the total wage for the respective male classification.
- (b) Assisting at dump press
 Checking bales for local delivery
 Checking bales for transferring out
 Countermarking
 Inserting lot plates or dividers
 Kicking back
 Lot marking of bales
 Opening or closing bales
 Port marking and branding wool for shipment
 Sampling
 Sewing
 Side marking or branding side of bale at receival
 Sorting
 Spotting
 Star cutting
 Sweeping
 Ticketing

- (c) Should any dispute arise as to suitable work for females the matter shall be referred to the Board of Reference for determination.
- (3) An allowance of 5 per cent on so much of his average earnings per week exclusive of overtime as does not exceed the amount fixed from time to time for workers covered by the provisions of subclause 2(a) and 3(a) of this clause shall be paid to a weekly worker if he is employed in a wool store for any period of less than six successive calendar months unless such employment has been terminated voluntarily or on account of malingering, inefficiency, neglect of duty or misconduct.
- Provided that in the event of any such worker being dismissed (except for malingering, inefficiency, neglect of duty or misconduct) within fourteen days prior to Christmas Day, he shall receive not less than one half week's wages by way of such allowance. That is to say, if the 5 per cent allowance on wages earned up to the time of dismissal is not equal to one half week's wages, then the half week's wage shall be paid, but if the 5 per cent allowance on wages earned up to the time of dismissal is in excess of one half week's wages, then the said 5 per cent allowance shall be paid but not half week's wages.
- (4) Sixty seven cents per hour in addition to the above rates shall be paid to any employee who actually handles "dead" wool.
- (5) If an employee is required by the employer to act as a first aid attendant in any store, for so acting he/she shall be paid in addition to his/her ordinary rate of pay the sum of \$1.50 per day.
- (6) JUNIOR MALE WORKERS:-
- | | |
|----------------------------|------|
| Per cent of Grade 1 rate - | |
| 17 years of age and under | 70% |
| At 18 years of age | 80% |
| At 19 years of age | 90% |
| At 20 years of age | 100% |

STOREMEN'S RAPID METAL DEVELOPMENTS (AUST.) PTY. LTD AWARD 1982 NO. A 44 OF 1982

22. - WAGES

The minimum rates of pay payable to adult workers under this award shall be as follows:

Storemen	ASNA	Wage Per Week \$
(1) During the first 3 months	104.00	506.10
(2) After 3 months' service	104.00	510.00
(3) After 12 months' service	104.00	513.90

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.

- (4) An attendance bonus of \$20.00 per week shall be paid as a flat amount each week except where an unauthorised absence takes place. Any time which an employee is absent from work on Annual Leave, Public Holidays, Bereavement Leave or paid sick leave shall not affect the payment of this allowance.
- (5) Yard Supervisor in charge of other workers shall be paid an additional payment of \$20.20.

THE SUGAR REFINING AWARD NO. A 41 OF 1982

7. - WAGES AND ALLOWANCES

- (1) Adults: The weekly wage rates for adult employees covered by this Award shall be -

	Rate Per Week \$	Safety Net Adjustment Payment \$	Total Rate Per Week \$
(a) Production Employees (AWU)			
Shift Employees			
Shift Operator Grade 1	430.50	144.00	574.50
Shift Operator Grade 2	414.30	142.00	556.30
Day Employees			
Leading Hand Grade 1	421.30	144.00	565.30
Leading Hand Grade 2	414.30	142.00	556.30
Operator Grade 1	414.30	142.00	556.30
Operator Grade 2	403.20	142.00	545.20
Operator Grade 3	389.20	142.00	531.20

	Rate Per Week \$	Safety Net Adjustment Payment \$	Total Rate Per Week \$
(b) Boiler Attendants And Greasers (CMEU)			
Boiler Attendant (attending two or more boilers)	421.30	144.00	565.30
Greaser and Hot Water Attendant	403.20	142.00	545.20
(c) Tradespersons and Others (CEPU)			
Electrician - Special Class	496.30	142.00	638.30
Fitter - Tradesperson	468.40	142.00	610.40
Electrical Fitter - Tradesperson	468.40	142.00	610.40
Welder First Class	468.40	142.00	610.40
Rigger - Licensed	422.80	144.00	566.80
Tradesperson's Assistant	391.10	142.00	533.10
(d) These rates in paragraphs (a), (b) and (c) recognise all disabilities associated with the work of metal trades employees, except those in subclause (7) hereof.			
(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) Apprentices
The weekly wage rates for apprentices shall be the undermentioned percentages of the weekly wage rate payable to an adult tradesperson under paragraph (c) of subclause (1) hereof:

	Percentage of Adult Tradesperson Wage
Four Year Term	%
First year	42
Second year	55
Third year	75
Fourth year	88
Three Year Term	
First year	55
Second year	75
Third year	88

(3) Junior Employees
(a) The weekly wage rates for junior employees shall be the undermentioned percentages of the weekly rate applicable to the General Duties classification under paragraph (a) of subclause (1) hereof:

	Percentage of Classification Rate for Job Being Done
Day Employees	%
16 to 17 years of age	60
17 to 18 years of age	70
18 to 19 years of age	90
19 to 20 years of age	90
20 to 21 years of age	100
Shift Employees	%
18 to 19 years of age	90
19 to 20 years of age	100
20 to 21 years of age	100

(b) No junior employed as automachine operator shall be paid less than the rate prescribed for junior employees 18 to 19 years of age.

(c) All junior wage rates shall be calculated to the nearest five cents.

(4) Shift Flexibility Allowance: In addition to the rates prescribed in paragraph (a) of subclause (1) hereof, shift process employees shall be paid -

	Per Week \$
If required by the employer to acquire and use additional skills in one other process jobs	4.10
If required by the employer to acquire and use additional skills in two other process jobs	7.60
If required by the employer to acquire and use additional skills in three other process jobs	11.40

- (5) Leading Hands: In addition to the wage rates prescribed in paragraph (c) of subclause (1) hereof, CEPU Leading Hands shall be paid per week -
- | | Per Week |
|--|----------|
| If placed in charge of not less than three and not more than ten employees | 23.60 |
| If placed in charge of more than 10 and not more than 20 employees | 35.60 |
| If placed in charge of more than 20 employees | 46.10 |
- (6) Shift Allowance
Shift employees shall be paid a shift allowance equal to an additional 15% of the ordinary mean shift rate per afternoon shift and 17.5% of the ordinary mean shift rate per night shift.
Payments are to be made as agreed between the parties.
For the purpose of this subclause the mean rate shall be the average of the maximum and minimum said adult shift rates.
- (7) Boilers
- (a) Employees required to work in a boiler which has not been cooled down, shall be paid at the rate of time and a half for each hour so worked in addition to the rates referred to in subclause (1) hereof. Any broken time of less than one hour shall be paid for as one hour.
- (b) Employees required to work inside boiler drums or in the space between the tube bank and boiler drums shall be paid at the rate of 85 cents per hour in addition to the rates in subclause (1) hereof.
- (8) Confined Spaces, Tanks and Bins: Any employees engaged in cleaning or scraping inside any confined space, or tanks or bins, shall be paid 85 cents per hour, with a minimum payment for two hours, in addition to his/her ordinary or overtime rate of pay as the case may be whilst so employed.
- (9) Char End: Employees working at the char end in either cutting-in raw char, or bagging spent char or char dust, shall be paid an extra 48 cents per hour whilst so working.
- (10) First Aid Duties: Employees holding a current first aid certificate, who are appointed to act as first aid attendants in association with other work under this Award, shall be paid an allowance of \$9.50 per week.
- (11) Electrician's Licence Allowance: An Electrician - Special Class or an Electrical Fitter, 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 on the 28th day of February, 1978 under the Electricity Act 1945, shall be paid an allowance of \$17.70 per week.
- (12) Water Blast Cleaner: Employees engaged in operating the water blast cleaner shall be paid an allowance of 55 cents per hour whilst so working.
- (13) Tool Allowance
- (a) Where the employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice, the employer shall pay a tool allowance of -
- (i) \$12.30 per week to such tradesperson; or
- (ii) In the case of an apprentice a percentage of \$12.30, being the percentage which appears against his/her year of apprenticeship in subclause (2) hereof, 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) The 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 his/her negligence.
- (14) 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.

(h) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.

(i) Adult Apprentices

- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

(15) Structural Efficiency

- (a) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the sugar refining industry and to enhance the career opportunities and job security of employees in the industry.
- (b) At the enterprise, a consultative mechanism shall be established by the employer. The consultative mechanism shall be appropriate to the size, structure and needs of CSR North Fremantle and Mosman Park. Measures raised by the employer, employees or unions for consideration consistent with the objectives of paragraph (a) hereof shall be processed through the consultative mechanism.
- (c) Measures raised for consideration consistent with paragraph (b) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this award, and subject to Clause 23. - Training, of this Award matters concerning training and subject to paragraph (d) hereof, any other measures consistent with the objectives of paragraph (a) of this subclause.
- (d) 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 recognized 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.
- (e) The parties shall undertake appropriate consultation in accordance with paragraph (b) of this subclause.
- (f) Upon transition to the new classification structure employees subject to paragraph (e) hereof will perform work in accordance with the new classifications as set out in Appendix 1 to this award and Clause 7. - Wages and Allowances, of this award.
- (g) Reclassification will be according to the following principles -
 - (i) Employees will transfer to the new classification structure without loss of pay in accordance with Appendix 1 of this award agreed between the parties which will 'line-up' the old classifications with the new levels.
 - (ii) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.
 - (iii) 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 other ground the following principles apply -

The parties agree that the existing disputes avoidance procedure shall be followed.

Agreed competency standards shall be established by the parties in conjunction with TAFE where practicable (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.

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 the National Training Board - e.g. TAFE.

(h) Review:

The parties agree to review the implementation of the new wages and classification structure by June 1992. Furthermore, it is agreed to resolve issues relating to classification definitions, relativities and the method of expression of rates of pay. The parties will seek to amend this award to reflect agreements reached in respect of the above matters by June 1992.

SUPERMARKETS AND CHAIN STORES (WESTERN AUSTRALIA) WAREHOUSE" AWARD NO. A 26 OF 1982

29. - WAGES

An employer may direct an employee to carry out such duties as are within the limits of an employee's skill, competence and training.

The following shall be the minimum weekly rate of wage payable to employees covered by this award on and from the 4 June 2004.

(1)

Adults	Rate per week for employees of Coles Supermarkets Australia \$	Rate per week for employees of Woolworths (WA) Ltd \$
(a) Probationary Storeworker	535.20	549.00
(b) Storeworker Grade 1		
(i) During first 3 months' service	535.20	549.00
(ii) After 3 months' service	539.00	552.90
(iii) After 12 months' service	543.00	559.00
(c) Storeworker Grade 2		
(i) During first 3 months' service	540.50	554.90
(ii) After 3 months' service	544.40	560.50
(iii) After 12 months' service	548.20	564.40
(d) Storeworker Grade 3		
(i) During first 3 months' service	545.70	561.80
(ii) After 3 months' service	549.50	565.80
(iii) After 12 months' service	553.50	569.90
(e) Storeworker Grade 4		
(i) During first 3 months' service	560.60	575.20
(ii) After 3 months' service	564.40	579.10
(iii) After 12 months' service	568.40	583.30

(f) A 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 rate prescribed in paragraphs (b), (c), (d) and (e) of this subclause -

	Rate per week for employees of Coles Supermarkets Australia \$	Rate per week for employees of Woolworths (WA) Ltd \$
(i) If placed in charge of a store or warehouse with no other employees or if placed in charge of less than three other employees	12.30	12.70
(ii) If placed in charge of three or more other employees but less than ten other employees	22.40	23.20
(iii) If placed in charge of ten or more other employees	40.50	41.90

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) The minimum rates of pay payable to junior employees 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

(3) (a) An employee 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 -

- (i) Below 0° Celsius to minus 20° Celsius - 50 cents per hour
 - (ii) Below minus 20° Celsius minus 25° Celsius - 58 cents per hour
 - (iii) Below minus 25° Celsius - 67 cents per hour.
- (b) Employees required to work in temperatures less than minus 18.9° Celsius shall be medically examined at the employer's expense.

“TEACHERS’ AIDES’ (INDEPENDENT SCHOOLS)” AWARD 1988 NO. A 27 OF 1987

14. - WAGES

The minimum hourly award rate of wage payable to employees covered by this award operative on and from the 4 June 2004 shall be:

(1) Teachers Aides

	Base Rate (Per Hour) \$	Arbitrated Safety Net Adjustments (Per Hour) \$	Minimum Award Rate (Per Hour) \$
Step 1	9.35	4.17	13.52
Step 2	9.54	4.17	13.71
Step 3	9.74	4.17	13.91
Step 4	9.98	4.17	14.15
Step 5	10.27	4.17	14.44
Step 6	10.64	4.17	14.81
Step 7	10.95	4.17	15.12
Step 8	10.71	4.17	14.88
Step 9	11.02	4.17	15.19
Step 10	11.33	4.17	15.50
Step 11	11.63	4.17	15.80
Step 12	11.82	4.17	15.99
Step 13	11.96	4.17	16.13

(Editor's Note: ASNA rate is divided by 32.5 hours and discounted by a factor of 48.5/52. Refer decision in Appl 558 of 1989, refer 71 WAIG at 188)

Progression along the wages scale shall be by annual increment.

Level One

Teachers' Aides in Primary Schools, Pre-Primary Schools or Pre-Schools Teaching Assistants

Enter Step 1

Exit Step 4

Level Two

Teachers' Aides in Aboriginal Schools, where the required training has been completed.

Teachers' Aides involved in a Special Education Programme (a part-time programme for one or more students within a mainstream school).

Enter Step 2

Exit Step 5

Level Three

Teachers' Aides in Aboriginal Secondary Schools

Teachers' Aides in Special Education Centres (a full-time class, serving a region, within a mainstream school)

Enter Step 4

Exit Step 7

Level Four

Teachers' Aides in Aboriginal Schools on satisfactory completion of the first year of Aboriginal Teachers' Training Course

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or equivalent as agreed between the Union and the Respondents

Teachers' Aides in Special Education Schools (schools with limited enrolment to students with a particular disability)

Teaching Assistants who have completed initial training as detailed in the Aboriginal Teaching Assistants Programme Manual.

Enter Step 8

Exit Step 11

Teachers' Aides in Special Education Schools who have completed an approved "Classroom Assistant" Course at a recognised training institution

Teaching Assistants who have completed year 1 of the Diploma of Teaching or Bachelor of Education as specified in the Aboriginal Teaching Assistants Programme Manual.

Step 12

Level Five

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications as agreed between the Union and the Respondents

Teachers' Aides in Aboriginal Schools on satisfactory completion of the second year of Aboriginal Teachers' Training Course

Teaching Assistants who have completed year 2 of the Diploma of Teaching or Bachelor of Education as specified in the Aboriginal Teaching Assistants Programme Manual.

Step 13

- (2) A Teachers' Aide left in charge of pupils for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

	Base Rate (Per Hour) \$	Arbitrated Safety Net Adjustments (Per Hour) \$	Min. Hourly Award Rate (Per Hour) \$
(3) (a) Child Care Workers			
1st year of experience	11.19	4.05	15.24
2nd year of experience	12.37	4.05	16.42
3rd year of experience	13.00	4.05	17.05
4th year of experience	13.63	4.11	17.74
5th year of experience	14.27	4.11	18.38
(b) 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 their fifth year of employment for the whole period they are in charge.			
(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.			
(7) 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.			
(8) A casual employee shall be paid 20 percent in addition to the rates prescribed in this clause.			

TEACHERS' AIDES' AWARD, 1979 NO. R 4 OF 1979

14. - WAGES

- (1) (a) The total minimum hourly award rate payable to employees covered by this award operative on and from the 4 June 2004.

	Base Rate (Per Hour) \$	Arbitrated Safety Net Adjustments (Per Hour) \$	Minimum Award Rate (Per Hour) \$
Step 1	9.35	4.17	13.52
Step 2	9.54	4.17	13.71
Step 3	9.74	4.17	13.91
Step 4	9.98	4.17	14.15
Step 5	10.27	4.17	14.44
Step 6	10.64	4.17	14.81
Step 7	10.95	4.17	15.12
Step 8	10.71	4.17	14.88
Step 9	11.02	4.17	15.19
Step 10	11.33	4.17	15.50
Step 11	11.63	4.17	15.80
Step 12	11.82	4.17	15.99
Step 13	11.96	4.17	16.13

Progression along the wages scale shall be by annual increment.

Level One

Aboriginal Education Workers in Aboriginal Schools, Early Childhood Education or Transport.

Teachers Aides in Junior Primary Schools, Pre-primary Schools or Pre-schools.

Bus Wardens

Step 1 to Step 4, inclusive

Step 1	9.35	4.17	13.52
Step 2	9.54	4.17	13.71
Step 3	9.74	4.17	13.91
Step 4	9.98	4.17	14.15

Level Two

Aboriginal Education Workers in Aboriginal Schools, or Early Childhood Education where the required in-service training has been completed.

Teacher Aide in Education Support Units.

Step 2 to Step 5, inclusive.

Step 2	9.54	4.17	13.71
Step 3	9.74	4.17	13.91
Step 4	9.98	4.17	14.15
Step 5	10.27	4.17	14.44

Level Three

Aboriginal Education Workers where a basic child care course has been completed.

Special Aboriginal Education Worker placements in Secondary Schools.

Teacher Aide in Education Support Centres.

Step 4 to Step 7, inclusive.

	Base Rate (Per Hour) \$	Arbitrated Safety Net Adjustments (Per Hour) \$	Minimum Award Rate (Per Hour) \$
Step 4	9.98	4.17	14.15
Step 5	10.27	4.17	14.44
Step 6	10.64	4.17	14.81
Step 7	10.95	4.17	15.12

Level Four

Aboriginal Education Workers on satisfactory completion of the first year of Aboriginal Teachers' Training Course.

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union.

Ethnic Aides,

Regional Kindergarten Aides,

Rural Integration Programme Aides,

Teacher Aides in Education Support Schools.

Step 8 to Step 11, inclusive.

Step 8	10.71	4.17	14.88
Step 9	11.02	4.17	15.19
Step 10	11.33	4.17	15.50
Step 11	11.63	4.17	15.80

Teachers' Aides in Education Support Schools, Regional Kindergarten Assistants or Ethnic Aides who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union; and who have completed four years of service, or equivalent.

Step 12	11.82	4.17	15.99
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Level Five

Aboriginal Education Workers on satisfactory completion of the second year of Aboriginal Teachers' Training Course.

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications approved by the Minister as being appropriate after consultation with the Union.

Step 13	11.96	4.17	16.13
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- (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.

TEACHERS (PUBLIC SECTOR PRIMARY AND SECONDARY EDUCATION) AWARD 1993 NO. TA 1 OF 1992**SCHEDULE B - SALARIES AND ADDITIONAL PAYMENTS****TABLE I - TEACHERS AND SCHOOL ADMINISTRATORS**

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 1	21317	5843	27160
	22446	5843	28289
	23764	5948	29712
	24807	5948	30755
	26439	5844	32283
	28020	5844	33864
	30085	5948	36033
	31460	5948	37408
	33700	5948	39648
Level 2	34748	5843	40591
	36204	5843	42047
	38950	5843	44793
Teachers			
Lecturers (Senior Colleges)			
Level 3	41782	5843	47625
	43406	5843	49249
	45245	5843	51088
Principal of Primary School (< 100 students)			
Principal of Education Support School (< 40 students)			
Principal of Agricultural School/College (< 40 students)			
Deputy Principal District High School (Secondary)			
Deputy Principal District High School (Primary) (< 200 students)			
Deputy Principal of Primary School			
Programme Co-ordinator (Primary) - Distance Education			
Head of Department - Secondary Schools (previously known as Senior Teacher)			
Programme Co-ordinator - (previously limited tenure Senior Teacher positions)			
Senior Lecturer - Senior College			
Deputy Principal Education Support School (>40 students)			
	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 4	47262	5843	53105
	48524	5843	54367
	49786	5843	55629
Principal of Agricultural School (40 to 80 students)			
Principal of Primary School (100 to 300 students)			
Principal of Education Support School (40 to 80 students)			
Deputy Principal High and Senior High Schools (provided that Deputy Principals of High and Senior High Schools with an enrolment of > 600 students may progress to the minimum of Level 5)			
Deputy Principal District High School (Primary)(> 200 primary students)			
Deputy Principal - Distance Education			
Head of School - Senior College			
	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 5	51589	5843	57432
	53318	5843	59161
	55052	5843	60895
Principal of Primary School (301 to 700 students)			
Principal of District High School (150 to 450 students)			
Principal of Agricultural College (> 80 students)			
Principal of Education Support School (> 80 students)			
Vice Principal - Distance Education			
Deputy Principal - Senior College			

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 6	57946	5843	63789
	59680	5843	65523
	61409	5843	67252
Principal High and Senior High School			
Principal of Primary School (> 700 students)			
Principal - Distance Education Centre			
Principal of Senior College			

TABLE II - EDUCATION OFFICERS

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 1			
Education Officer	31651	5948	37599
School Support Officer	33462	5948	39410
	35269	5843	41112
	37080	5843	42923
	38887	5843	44730
	40695	5843	46538
	42035	5843	47878
Level 2			
Education Officer	43379	5843	49222
	45003	5843	50846
	46841	5843	52684
Level 3			
Senior Education Officer	48859	5843	54702
Consultant	50120	5843	55963
	51383	5843	57226

TABLE III - SCHOOL DEVELOPMENT OFFICERS

The following salary scale shall be paid to employees employed as School Development Officers:

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 1	30599	5948	36547
	32411	5948	38359
	34218	5843	40061
	36029	5843	41872
	37832	5843	43675
	39640	5843	45483
	40984	5843	46827

TABLE IV - COUNSELLING ASSISTANTS

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level	21830	5843	27673
	23150	5843	28993
	24446	5948	30394
	25756	5844	31600
	27297	5844	33141
	28883	5948	34831
	30513	5948	36461
	32151	5948	38099
	33563	5948	39511
	34969	5843	40812
	36395	5843	42238

No new appointments will be made to this salary table from 1 July 1990.

TABLE V - GUIDANCE OFFICERS

The following salary scale shall be paid to employees employed as Guidance Officers:

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Guidance Officer, Grade II	24031	5948	29979
	25360	5948	31308
	26666	5844	32510
	27969	5844	33813
	29575	5948	35523
	31207	5948	37155
	32846	5948	38794
	34482	5843	40325
	35898	5843	41741
	37317	5843	43160
Guidance Officer, Grade I	38742	5843	44585
	38863	5843	44706
	39577	5843	45420
	40295	5843	46138
	41009	5843	46852
	41728	5843	47571

No new appointments will be made to this salary table from 1 July 1990.

TABLE VI - SCHOOL PSYCHOLOGISTS

The following salary scale shall be paid to employees employed as School Psychologists:

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 1 School Psychologist (Provisional) School Psychologist	29087	5948	35035
	30896	5948	36844
	32707	5948	38655
	34514	5843	40357
	36321	5843	42164
Level 2 School Psychologist	38128	5843	43971
	39939	5843	45782
	41564	5843	47407
	43191	5843	49034
Level 3 Senior School Psychologist	45790	5843	51633
	46829	5843	52672
	47870	5843	53713
Level 4 Principal School Psychologist	49315	5843	55158
	50339	5843	56182
	51383	5843	57226

(1) School Psychologists, Level 1 shall progress to School Psychologist, Level 2 on having met the following -

- (a) Full registration status with the Psychologists Board of Western Australia; and
- (b) Having served twelve months on the maximum of School Psychologist, Level 1.

(2) An employee on Table I wishing to transfer to the School Psychology Service shall transfer to the closest salary higher, plus one increment, to the maximum of Level 2 of Table VI. An employee who transfers to a salary in Level 2, Table VI shall be deemed to be Level 1, Table VI for all purposes other than salary.

(3) Employees shall be entitled to the following allowances while carrying out the duties specified:

- | | |
|--|---------------------------|
| (a) | ALLOWANCE
\$ PER ANNUM |
| Band 1 | 572 |
| Responsible for school bus services (1-5 buses). | |
| Teacher of mentally/physically handicapped in Education Support Units. | |
| Special Responsibility Allowance 1. | |

- | | | |
|-----|---|-----------------------------------|
| (b) | Band 2
Responsible for school bus services (6-10 buses).
Teacher of mentally/physically handicapped in Education Support Centres and Schools.
Teacher at Remote Community Schools, as determined by the Chief Executive officer.
Teacher at Distance Education Centre.
Special Responsibility Allowance 2. | ALLOWANCE
\$ PER ANNUM
1144 |
| (c) | Band 3
Responsible for school bus services (11-15 buses).
Employees engaged in supervisory duties at residential wings.
Special Responsibility Allowance 3. | ALLOWANCE
\$ PER ANNUM
1716 |
| (d) | Band 4
Responsible for school bus services (16 or more buses).
Youth Education Officer.
District Youth Officer.
Principal of a school with residential wing.
Special Responsibility Allowance 4. | ALLOWANCE
\$ PER ANNUM
2288 |
| (e) | Advanced Skills Teacher
Senior Teacher
Key Teacher | ALLOWANCE
\$ PER ANNUM
1200 |
- (4) The allowances provided for in subclause (3) are not mutually exclusive, provided that an employee shall only be entitled to receive one Special Responsibility Allowance.
- (5) The responsibility for school bus services shall be vested in the school Principal provided that this may be delegated to a Deputy Principal who shall then be entitled to payment of the appropriate allowance in lieu of the Principal.

Internal Relief

- (6) (a) An employee who is directed to undertake internal relief work during the minimum time set aside for release from face-to-face teaching shall be paid the following rates (calculated as annual salary divided by 1673.45, except that Level 1 rates shall equal at least the hourly rate for Level 1 Point 8) -

Salary Grade	Point	Hourly Rate
Level 1,	Point 4	22.35
	Point 5	22.35
	Point 6	22.35
	Point 7	22.35
	Point 8	22.35
Level 2,	Point 9	23.69
	Point 1	24.25
	Point 2	25.12
	Point 3	26.77

- (b) Payments for such work shall be made four times per year.
- (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.

TEACHERS (PUBLIC SECTOR TECHNICAL AND FURTHER EDUCATION) AWARD 1993 NO. TA 1/1/ OF 1992
PART I - SALARY AND ADDITIONAL PAYMENTS

8. - SALARY SCALE

(1) Employees shall be paid salaries and additional payments in accordance with the provisions of this clause. The pay rates set out in this clause were last varied on and from the 4 June 2004

(2) LECTURERS/COUNSELLORS

(a) The following salary scale shall apply to Lecturers and Counsellors.

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Grade 1	28188	5843	34031
Grade 2	29611	5947	35558
Grade 3	31035	5947	36982
Grade 4	32459	5947	38406
Grade 5	33882	5947	39829
Grade 6	35306	5842	41148
Grade 7	36730	5842	42572
Grade 8	38154	5842	43996
Grade 9	39577	5842	45419
Grade 10	41000	5842	46842

(b) Except as otherwise provided in this award, progression along the salary scale shall be by annual increments and shall be dependent upon satisfactory service.

(c) A lecturer/counsellor who has not had a satisfactory report may not advance further than 3 annual increments from grade of appointment.

(d) Progression beyond two increments from grade of appointment is dependent on attaining an approved teaching qualification.

(e) An individual's commencement salary grade shall meet the following minimum conditions:-

- (i) Grade 1:- Certificate, plus 5 years trade experience or basic qualification and/or criteria necessary to perform the position.
- (ii) Grade 2:- The attainment of 3 years trained status as defined or equivalent to UG2 status.
- (iii) Grade 3:- The attainment of 4 years trained status as defined or equivalent to UG1 status.
- (iv) Grade 4:- The attainment of 5 years trained status as defined or equivalent to PG1 status.

(f) A Counsellor must be a 'Registered Psychologist' in accordance with the provisions of the Psychologists Registration Act 1976.

(3) ADVANCED SKILLS LECTURER 1 (ASL1)

ADVANCED SKILLS COUNSELLOR 1 (ASC1)

Point	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
1	42538	5842	48380
2	44075	5842	49917
3	45612	5842	51454

Progression to ASL1 and ASC1 will be contingent upon meeting the specified criteria, in Appendices 1 and 2 respectively.

(4)

	Minimum Salary \$ per annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Advanced Skills Lecturer 2 (Asl 2)	47150	5842	52992
Advanced Skills Counsellor 2 (Asc 2)			
Curriculum Officer Level 2 (Co 2)			

Progression to ASL2 or ASC2 or Curriculum Officer Level 2 will be available to, in the case of Lecturer ASL1's, Counsellors ASC1's and Curriculum Officer Level 1's subject to meeting the specified criteria, in Appendices 3, 4 and 5 respectively.

(5) PROMOTIONAL POSITIONS

(a) Curriculum Officer Level 1 (CO 1)

Regional Co-Ordinator

Point	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
1	42538	5842	48380
2	44075	5842	49917
3	45612	5842	51454

Selection for CO1 will be based on the specified criteria in Appendix 6.

Regional Co-ordinator positions are currently classified as Education Officer 1 for which criteria, duties and roles are already established. They are Education Act promotional positions.

(b)		Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Head of Program	>	47150	5842	52992
Centre Manager 1	>			

Selection for Head of Program and Centre Manager 1 will be based on the specified criteria in Appendices 7 and 8 respectively.

(c)		Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Principal Lecturer	>	49200	5842	55042
Centre Manager 2	>			
Senior Counsellor	>			
Senior Curriculum Officer	>			

Selection for Principal Lecturer, Senior Counsellor and Senior Curriculum Officer will be based on the specified criteria in Appendices 9, 10 and 11 respectively.

Selection Criteria for Centre Manager 2 are subject to further negotiation between the parties.

(d)	Associate Director Point	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
	1	49200	5842	55042
	2	52275	5842	58117

(6) ALLOWANCES AND ADDITIONAL PAYMENTS

(a) Lecturers approved to undertake special projects or administrative duties determined by the Executive Director shall have their annual salary increased by:-

	Allowance \$ Per Annum
Special Projects	2050
Administrative Duties:	
- 4 year trained	1141
- Other	939

(b) Lecturers may be transferred to undertake special projects for a period up to two years with an option for a further 12 months. These officers will progress on the lecturing scale as provided in this clause. At the completion of the project the lecturer will revert to his or her new substantive salary on the lecturing scale.

(7) HOLIDAY LOADING

(a) Employees shall be paid a loading of 17-1/2 percent of current salary when proceeding on annual leave. The loading shall be calculated with respect to a maximum of four weeks annual leave provided that the amount of such loading shall not exceed the amount set out in the Australian Bureau of Statistics publication for average weekly earnings per male employed unit in Western Australia for the September quarter in the year immediately proceeding the date leave is taken.

(b) For the purposes of this clause there shall be no distinction between permanent and temporary employees.

(c) Any employee employed for not less than one continuous month shall be entitled to a holiday loading on a pro-rata basis for each continuous month's service.

(d) Any employee who works for a period within the school year which extends over term or semester vacations will be credited with service for such vacation period or periods.

(8) 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.

(9) PART TIME EMPLOYEES

(a) A part-time employee shall receive salaries and allowances on a pro rata basis in the proportion that the working time worked bears to that of a full time employee.

(b) A part-time employee shall work for such period of time as is in inverse proportion to the part-time hours before being eligible for an increment in basic salary or additional payment.

(c) A part time employee shall accrue entitlement to all leave provided for in this award, at the same rate as a full time employee but shall be paid on a pro rata basis in the proportion that the time worked bears to full time.

9. - ADDITIONAL-TIME TEACHING AND CASUAL TEACHING

(1) The additional-time hourly rates applicable to all employees full time or fractional, shall be calculated as follows:
Base annual salary divided by 1117.84, provided that the maximum rate shall be that payable to an ASL 1, point 3.

(2) Rates of Payment - Casual Work:

Rates of payment for people employed to teach on an hourly casual basis shall be based on level of subjects taught:

Teaching		Rates (Per Class Hour) \$	A.S.N.A. \$	TOTAL HOURLY RATE
Adult Education	Level 1	22.80	5.08	27.88
Certificate or Labour Markets Programs	Level 2	32.60	5.08	37.68
Associate Diploma/Advanced Certificate Small Business Management	Level 3	40.30	5.08	45.38

TELFER GOLD MINE FLY IN/FLY OUT AWARD NO. A 9 OF 1987

5. - ANNUALISED WAGES

The annualised wages payable under the provisions of this Award for an employee shall be the total of the annual wage for that employee's classification set out in subclause (1) below, plus the annual service payment applicable to the individual employee set out in subclause (2) below plus the Telfer allowance set out in subclause (6) below.

The annual wage covers all payments for the performance of all duties in accordance with the roster and the employee's classification and includes consideration for all allowances, other than those specifically referred to in subclauses (4) and (6) below, including all previously applicable allowances and disabilities associated with cycle work and the periods of duty, all the circumstances related to Telfer, isolation, heat, dust, the absence of the amenities normally found in a town or city environment, the lack of normal home amenities, compensation and penalty payments related to all hours worked in accordance with the roster and work on Saturdays and Sundays, public holidays and annual leave loading.

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	Annual Wage	ASNA \$	Total Salary \$
(a)	Mine Employees			
	Level 1	50136	5425	55561
	Level 2	52391	5425	57816
	Level 3	53706	5425	59131
	Level 4	54261	5425	59686
	Level 5	55364	5425	60789
	Level 6	56692	5425	62117
(b)	Mill Employees			
	Level 1	50664	5425	56089
	Level 2	52919	5425	58344
	Level 3	53969	5425	59394
	Level 4	54525	5425	59950
	Level 5	55628	5425	61053
	Level 6	56956	5425	62381
(c)	Laboratory Employees			
	Level 1	50664	5425	56089
	Level 2	52919	5425	58344
	Level 3	53969	5425	59394
	Level 4	54525	5425	59950
(d)	Metallurgical Laboratory Employees			
	Level 1	53424	5425	58849
	Level 2	53967	5425	59392
(e)	Warehouse Employees			
	Level 1	50664	5425	56089
	Level 2	52919	5425	58344
	Level 3	53969	5425	59394

(1)	Classification	Annual Wage	ASNA \$	Total Salary \$
(f)	Metal Employees			
	Grade M0	51439	5425	56864
	Grade M1	53086	5425	58511
	Grade M2	54744	5425	60169
(g)	Metal Tradespersons			
	Level 1	57730	5425	69155
	Level 2	59975	5425	65400
	Level 3	62220	5425	67645
	Level 4	64465	5425	69890
(h)	Electrical Employees			
	Grade E0	51439	5425	56864
	Grade E1	53086	5425	58511
	Grade E2	54744	5425	60169
(i)	Electrical Tradespersons			
	Level 1	61061	5425	66486
	Level 2	63305	5425	68730
	Level 3	65550	5425	70975
	Level 4	67795	5425	73220
(j)	Crane Driver			
	Level 1			
	Lifting capacity up to and including 15 tonnes	53969	5425	59394
	Level 2			
	Lifting capacity over 15 tonnes and up to but not including 50 tonnes	54525	5425	59950
	Level 3			
	Lifting capacity over 50 tonnes and up to 120 tonnes	55628	5425	61053
	Level 4			
	Lifting capacity over 50 tonnes and up to 120 tonnes and has passed the Skills and Applications Techniques as in documentation recorded in Commission File 964/93	56956	5425	62381
(k)	Geology Field Assistants			
	Level 1	50664	5425	56089
	Level 2	52919	5425	58344
	Level 3	53969	5425	59394
	Level 4	54525	5425	59950

(*Editors Note: The 2003 State Wage Case increase has been applied to these figures. The basis of the amounts requires further clarification however and therefore the amounts may not be correct in all cases.)

(2) Employees shall be paid a service payment at the rate of the following amounts per year.

Six to nine months service	1103
Nine to twelve months service	1677
One to two years service	2299
Two to three years service	2780
Three to four years service	3178
Four to five years service	3637
Five to six years service	4041
Six to seven years service	4527
Seven years and thereafter	5095

(3) Apprentices: (annual wage expressed as a percentage rate shown for a metal or electrical tradesperson's level 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 |
| | Next year | 75 |
| | Final year | 88 |
| | Three Year Term | % |
| | First year | 55 |
| | Second year | 75 |
| | Third year | 88 |
- (4) Leading Hands:
- (a) Leading Hands shall be paid the following allowances per rostered cycle or pro-rata for part thereof in addition to the prescribed annualised wage.
- | | |
|---|--------|
| If placed in charge of: | \$ |
| not less than 2 but not more than 5 employees | 83.17 |
| not less than 6 but not more than 10 employees | 114.29 |
| not less than 11 but not more than 20 employees | 149.93 |
| more than 20 employees | 194.07 |
- (b) Marking off/or Template Marking Allowance
Metal tradespersons, the greater part of whose time is occupied in marking off/or template marking shall be paid an additional amount of \$23.76 per cycle on the normal annualised wage rate prescribed in subclause (1)(g) of this Clause.
- (5) Reclassifications
- (a) 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 other ground, the parties agree that the grievance and disputes procedure set out in Clause 18. - Grievance and Disputes Procedure, of this Award will be followed.
- (b) In the event the employer claims an employee does not possess the necessary skill and knowledge to be reclassified to a higher level, the parties agree the Award grievance and dispute procedure set out in Clause 18 of this Award will be followed.
- (6) Telfer Allowance
Employees shall be paid an allowance of \$1000 per annum to cover all site conditions pertaining to employment by Newcrest Mining Limited not otherwise provided for in this Award and all matters associated with cycle work on a fly in/fly out basis.
- (6) The annualised wages referred to in the preamble of this clause, include the 4.5% wage increase granted by the employer pursuant to the Telfer Gold Mine Enterprise Agreement 1993 which was registered by the Western Australian Industrial Relations Commission on 21 February 1994.

THEATRICAL EMPLOYEES (PERTH THEATRE TRUST) AWARD NO. 9 OF 1983

5. - 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.

The minimum weekly award rate of pay to be paid to an employee shall be as follows -

	MINIMUM RATE	SUPPLE- MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
(1) Stage Management Section	\$	\$	\$	\$
(a) Technical Stage Manager	500.40	8.00	104.00	612.40
(b) Stage Manager	472.40	8.00	106.00	586.40
(c) Assistant Stage Manager	390.00	8.00	104.00	502.00
(2) Mechanical Department				
(a) Workshop				
(i) Head carpenter	460.40	8.00	106.00	574.40

	MINIMUM RATE	SUPPLE- MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
(2) Mechanical Department— <i>continued</i>				
(ii) Carpenter	406.30	8.00	104.00	518.30
(iii) Carpenter's assistant	357.50	8.00	104.00	469.50
(b) Stage				
(i) Head mechanist/head road manager	460.40	8.00	106.00	574.40
(ii) Mechanist/head flyman/road manager	406.30	8.00	104.00	518.30
(iii) Stage hand/flyman	357.50	8.00	104.00	469.50
Loading for stage hands in charge of side/revolve truck: 8 per cent.				
(3) Electrical/Lighting Department				
(a) Head electrician	460.40	8.00	106.00	574.40
(b) Electrician/main switchboard operator	406.30	8.00	104.00	518.30
(c) Electrical hand	357.50	8.00	104.00	469.50
Loading for electrical hand who is required to operate spots/auxiliary switchboard/visual effects: 8 per cent.				
(4) Audio Department				
(a) Head audio technician	460.40	8.00	106.00	574.40
(b) Audio operator	406.30	8.00	104.00	518.30
(c) Audio hand	357.50	8.00	104.00	469.50
N.B. Where there is no separate audio department the audio operator/hand shall be classified under (3) Electrical/Lighting Department.				
(5) Wardrobe Section				
(a) Workshop				
(i) Head of wardrobe	460.40	8.00	106.00	574.40
(ii) Cutter/tailor/ wigmaker/milliner	406.30	8.00	104.00	518.30
(iii) Seamstress/maintenance hand/buyer/costume jeweller	357.50	8.00	104.00	469.50
(b) Stage				
(i) Head of department	460.40	8.00	106.00	574.40
(ii) Wardrobe hand/dresser/valet	406.30	8.00	104.00	518.30
(6) Property Department				
(a) Workshop				
(i) Property master/mistress	460.40	8.00	106.00	574.40
(ii) Property maker	406.30	8.00	104.00	518.30
(iii) Property hand	357.50	8.00	104.00	469.50
(b) Stage				
(i) Property master/mistress	460.40	8.00	106.00	574.40
(ii) Property hand	357.50	8.00	104.00	469.50
(7) Art Department				
(a) Scenic Artist	460.40	8.00	106.00	574.40
(b) Assistant scenic artist	406.30	8.00	104.00	518.30
(c) Artist's labourer	357.50	8.00	104.00	469.50
(8) Services				
(a) Receptionist/telephonist (enquiry clerk)	348.30	8.00	104.00	460.30
(b) Firefighter	342.10	8.00	104.00	545.10
(c) Utility person	349.40	8.00	104.00	461.40
(d) Stage Door Keeper	342.10	8.00	104.00	454.10
(9) Cleaners				
(a) Head cleaner	371.50	8.00	104.00	483.50
(b) Cleaner	364.10	8.00	104.00	476.10
Engaged by the hour (with a minimum payment as of three and a half hours).				
	\$			
8.00 a.m. to 6.00 p.m.	13.06			
6.00 p.m. to midnight	19.07			
midnight to 8.00 a.m.	24.99			
(10) Skilled labour not classified elsewhere	460.40	8.00	104.00	574.40
(11) Unskilled labour not classified elsewhere	342.10	8.00	104.00	454.10

(12) Additional Rates

Persons employed as casuals in the following classifications shall be paid the specified hourly amounts in addition to the wage provided elsewhere:

	MINIMUM RATE \$	SUPPLE- MENTARY PAYMENT \$	ASNA \$	TOTAL MINIMUM AWARD RATE \$
Main switchboard operator	1.70			
Head flyman	1.52			
Person in charge of side	0.70			

(13) Front of House

	\$	\$	\$	\$
(a) Senior Booking Office Supervisor	498.80	8.00	106.00	612.80
(b) Head Booking Clerk (i.e. one who supervises the staff)	467.00	8.00	106.00	581.00
(c) Booking Clerk (including party bookings)	438.90	8.00	104.00	550.90
(d) Ticket Seller	384.30	8.00	104.00	496.30
(e) Programme/concession sellers/ushers/ticket takers/cloakroom attendant	348.30	8.00	104.00	460.30

Booking clerks and ticket sellers shall not be held responsible for cash shortages when they are instructed to allow another employee (including the manager of the venue) access to their cash or tickets during a selling period.

7. - CONTRACT OF SERVICE

- (1) All employees on a permanent staff shall be engaged by the week unless a longer period of engagement be agreed to between the parties concerned.
- (2) Notwithstanding anything contained elsewhere in this award, employees employed as stage managers, other than at the Concert Hall, who work four full days or more each week, must be employed by the week, except in the case of an emergency, such as the illness of an employee.
- (3) When an employee is engaged by the week the employment shall be terminated on either side by a week's notice which may be given at any time during the week, and the employee shall only be entitled to payment up to the time of the expiration of the notice. If an employee or the employer fails to give the required notice, one week's wages shall be forfeited or paid as the case may be.
- (4) Nothing in the award shall affect the legal right of the employer to dismiss without notice any employee for whatever period engaged and whether on tour or not for malingering, inefficiency, neglect of duty or misconduct; and in the case of such dismissal wages shall be payable for the employment up to but not after the time of dismissal.
- (5) Notwithstanding anything contained in the award, the employer may deduct payment of wages for any day on which an employee cannot be usefully employed because of:
 - (a) any strike;
 - (b) any breakdown of machinery; or
 - (c) any stoppage of work for which the employer is not responsible.
- (6) The appropriate per hour rate for casual employees is calculated by dividing the total per week rate (as specified in Clause 5. - Rates of Pay) for the relevant classification by the total number of ordinary hours required to be worked by a weekly employee in that classification and adding a 20 per cent loading on such hourly rates so calculated.
- (7) Casual employees shall be engaged for a minimum period of three and a half hours which may include more than one performance.
- (8) The employment of a casual employee may be terminated without notice by either side subject to the payment of any prescribed minimum amount of wages and subject to the employee working the time covered by such a minimum amount if required to do so.
 - (a) A casual employee who works more than eight hours on any day shall be paid overtime at the rate of time and a half for the first two hours and double time thereafter.
 - (b) A casual employee who works more than 40 hours (excluding overtime worked on a daily basis) in any one week shall be paid for all hours in excess of forty, time and a half for the first four hours and double time thereafter.
 - (c) A casual employee working between midnight and 8 a.m. on any week day (Monday - Friday) in connection with a performance shall be paid at double the rate prescribed in subclause (6) above for those hours between midnight and 8 a.m.
 - (d) The provisions of this subclause do not apply when a casual employee is engaged in accordance with subclause
- (10) Casual employees not engaged to work a performance shall be paid at the following hourly rates which include loading for casual work, with a minimum payment for three and one half hours -

	\$
8.00 a.m. to 6.00 p.m.	14.98
6.00 p.m. to midnight	20.93
midnight to 8.00 a.m.	26.87

 (Edit Note: ASNA added to above rates: ASNA calculated by dividing ASNA increase by 40 hrs then adding 20%)
- (11) Casual back stage employees engaged for a performance when required for bumping out work between the conclusion of the performance on Saturday night and 8 a.m. Sunday shall be paid \$31.82 per hour with a minimum payment of three and a half hours.

- (a) If engaged for a performance, additional work associated with that performance shall be paid in accordance with subclause (6). Such engagement shall be continuous.
- (b) Casual employees engaged for work not associated with a performance who work in excess of three and a half hours and then work a performance shall continue to be paid as prescribed in subclause (10) for all work on that day.

THEATRICAL EMPLOYEES ENTERTAINMENT, SPORTING AND AMUSEMENT FACILITIES (WESTERN AUSTRALIAN GOVERNMENT) AWARD 1987 NO. A28 OF 1987

SCHEDULE A – RATES OF PAYMENT

	Classification	Hourly Rate of Pay			TOTAL
		Column A	Column B	ASNA	
		\$			
(1)	Attendant - General Duties: Cloakroom Attendant Gate Attendant Parking Attendant Turnstile Attendant Usher	6.64	6.89	2.21	9.10
(2)	Barrier Attendant (Racing) Change Room Attendant Curtain Attendant Door Attendant Fence Attendant Kennel Attendant/Dog Leader Ride Operator Stalls Attendant (Racing) Ticket Collector/Examiner Track Attendant	6.91	7.16	2.21	9.37
(3)	Scoreboard Operator Scratching Board Operator/ Writer (Racing)	7.06	7.31	2.21	9.52
(4)	Parking Fee Collector Kennel Supervisor Programme Seller	7.14	7.39	2.21	9.60
(5)	Change Cashier Gate Keeper Ticket/Token Seller Turnstile Operator	7.51	7.76	2.21	9.97
(6)	Scales - Assistant Starter (Racing)	7.60	7.85	2.21	10.06
(7)	Supervisor of less than 10 employees	7.93	8.18	2.21	10.39
(8)	Supervisor of 10 or more employees	8.89	9.14	2.21	11.35

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.

THERMAL INSULATION CONTRACTING INDUSTRY AWARD NO. 1 OF 1978

6. - WAGES

- (1) (a) Subject to Clause 7. - Special Rates and Provisions of this Award, the ordinary weekly 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, the special payment and the Safety Net Adjustment, as set out in subclause (2) of this clause.
- (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) Wage Rates:

	Base Rate \$	Special Payment \$	Safety Net Adjustments \$	Total Wage Per Week \$
(a) Sheetmetal Employee - 1st Class	362.80	80.00	144.00	586.80
(b) Sheetmetal Employee - 2nd Class	327.20	66.80	142.00	536.00
(c) Lagger - 1st six months' experience	310.20	63.40	142.00	515.60
2nd & 3rd six months' experience	311.70	65.40	142.00	519.10
4th & 5th six months' experience	315.90	65.60	142.00	523.50
Thereafter	317.40	66.60	142.00	526.00

TIMBER WORKERS AWARD NO. 36 OF 1950

52. - RATES OF PAY

(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 has been trained and has met the assessment and competence criteria established for the higher group and a vacancy exists. Such reclassification 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 he/she is 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 Manager or the 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) An employee classified 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.
- (v) At the employee's request, the demotion 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.
- (vi) 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) Timber Industry Employee - Group 1
(Relativity to Group 5 - 78%)
Timber Industry 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 Timber Industry Group 1 employee may be required by the employer to perform any, but not necessarily all of the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees. After a period of three months the employer and employee shall review the employee's classification of work.
- (ii) Timber Industry Employee - Group 2
(Relativity to Group 5 - 82%)
Timber Industry 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 Timber Industry Group 2 employee may be required by the employer to perform any, but not necessarily all of the duties listed in subclause (2) hereof.
In addition, the Timber Industry Group 2 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.
- (iii) Timber Industry Employee - Group 3
(Relativity to Group 5 - 87.4%)
Timber Industry 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 Timber Industry Group 3 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 3 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

- (iv) Timber Industry Employee - Group 4
(Relativity to Group 5 - 92.4%)

Timber Industry 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 Timber Industry Group 4 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 4 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

- (v) Timber Industry 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 Timber Industry Group 5 Employee.

The Timber Industry 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 Timber Industry Group 5 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 5 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

- (vi) Timber Industry Employee - Group 6
(Relativity to Group 5 - 105%)

Classification in this group shall be dependent upon an employee holding the appropriate advanced trade qualifications or an employee qualified and/or engaged to perform any of the duties of a Timber Industry Group 6 employee.

Timber Industry 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 Timber Industry Group 6 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 6 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

- (vii) Provided that a holder of a Certificate in Timber Technology who is engaged in groups one to five shall be paid at one level higher than the level at which he/she would otherwise be paid.

(2) Duties

(a)	Breaking Down Saws:	Group
	(i) Sawyers planking out and/or flitching to size with fully mechanised unit	
	(ii) Specialist scribe saw operator	6
	(iii) Sawyers other than (i) or (ii)	4
	(iv) Assistants including hookperson other than item (v)	
	(v) Hookperson who in addition operates chain or other power driven saw	
	(vi) Log measurer	2
(b)	Benchmen:	
	(i) No. 1	5
	(ii) No. 2	4
	(iii) No. 3	3
	(iv) No. 4	2
(c)	Stub Edger	5
(d)	Dockers - Log Sawmilling Section:	
	(i) Responsible person at main docker	3
	(ii) Tallyperson at main docker	3
	(iii) Dockerperson at main docker	2
	(iv) Responsible person at No. 2 Bench Docker	3
	(v) Tallyperson at No. 2 Bench Docker	3
	(vi) Dockerperson No. 2 Bench Docker	2
	(vii) Responsible person other dockers	2
	(viii) Tallyperson other dockers	2
	(ix) Dockerperson other dockers	2

For the purpose of this paragraph where the only timber fed to the No. 2 bench is from the No. 1 bench and that timber is not equal in amount to that handled by the No. 1 bench then "No. 2 Bench Docker" shall be deemed to be "other docker".

(e)	Pullers-out and/or assistants on No. 1 Bench:	
	(i) Single handed on dead or hand propelled roller	3
	(ii) Double handed as in (i)	3
	(iii) Friction Feed	3
(f)	Pullers-out and/or assistants on No. 2 and 3 Bench	2
(g)	Power driven cross sawyer other than docking saw	3
(h)	Mill or Yard Hand	1
(i)	Kiln Attendant	3
(j)	(i) Kiln Operator	4
	(ii) Kiln Controller	5
(k)	Rosser Head Debarker Operator (at sawmill)	3
(l)	(i) Saw Doctor	5
	(ii) Specialist Saw Doctor	6
(m)	Saw Filer or Sharpener	4
(n)	Stackers:	
	(i) Block stacker of timber, plywood or veneer	2
	(ii) For seasoning by means of stripping or other recognised method	
	(iii) Pulling off sleepers or sawn timber with a cross section greater than 25000 square millimetres	
	(iv) Pulling off sawn timber - other	2
(o)	Tallyperson (other than Docker):	
	(i) Responsible for making up orders	4
	(ii) Others	3
(p)	Watchperson	2
(q)	Dockerperson - Machining Section:	
	(i) Computerised optimizer	4
	(ii) Who grades or selects timber for joinery or machining	
	(iii) Other	2
(r)	Wood-Machining Section:	
	(i) Shaper	5
	(ii) Flooring machinist - fast feed	5
	(iii) Fast feed sizer	5
	(iv) Grinder whose principal duties include grinding knives and cutters	
	(v) Moulding Machinist or two, three or four-sided Planer:	
	(aa) who is required to set up the machine	5
	(bb) who is not required to set up the machine	3
	(vi) Buzzer:	
	(aa) who is required to do other than planing one face and squaring edge and who is required to set up his/her own machine	5
	(bb) other	3
	(vii) Tenoner:	
	(aa) who is required to set up his/her machine	5
	(bb) other	3
	(viii) Thicknesser:	
	(aa) who is required to set up his/her own machine and grind his/her knives and cutters	5
	(bb) who is required to set up his/her own machine but not required to grind his/her knives and cutters	3
	(ix) Chain Morticer/Morticer Finger Jointer:	
	(aa) required to set up his/her machine	5
	(bb) other	3
	(x) Grader and Feeder, Fastfeed or Mosaic Flooring Machine	
	(aa) who is required to set up his/her machine	5
	(bb) other	3
	(xi) Grader behind Fastfeed Flooring Machine	3
	(xii) Tailer-out Four-Sider Planner	2
	(xiii) Floor Sanding Machine	3
	(ivx) End Matcher:	
	(aa) required to set up his/her own machine	3
	(bb) other	2
(s)	(i) Mill Waste Chipper Attendant	2
	(ii) Mill Waste Chipper Attendant who sets up and changes knives	

(t)	Belt repairers whilst so engaged other than machinist or sawyer repairing his/her own belts	2
(u)	(i) Specialist Carpenter and/or Joiner	6
	(ii) Carpenters and/or Joiners	5
	(iii) Bush Carpenter	4
	(iv) Tradespersons Assistant	3
(v)	Faller:	
	(i) Hardwood/Softwood Restricted Ticket	3
	(ii) Hardwood/Softwood Open Ticket	4
	(iii) Hardwood Open Ticket and more than one year's experience	
(w)	Sleeper loader or turner loading sleepers over 1.52 metres from truck level or lower	
(x)	Boom Arm Loader Operator:	
	(i) Trainee	2
	(ii) Appointed	5
(y)	Mill Cleaner	2
(z)	Mill Greaser	3
(ab)	(i) Millwright	5
	(ii) Specialist Millwright	6
(ac)	Timber Treatment Plant:	
	(i) Pine Pole Debarking Machine Operator	4
	(ii) Pine Pole Debarking Machine Puller-out who is required to grade and tally logs and then only from such time as he/she is required to so act	
	(iii) Pine Pole Treatment Plant Operator	5
	(iv) Tractor Driver (on rails)	4
(ad)	Sanitary Person	4
(ae)	Splicer	3
(af)	Spotters:	
	(i) Circular Saw	4
	(ii) Vertical Saw	2
(ag)	Swamper (logging with loader/tractor)	2
(ah)	Mechanised transfer operator	3
(ai)	Operator electrical overhead traverser	3
(aj)	(i) Driver of front end loader in bush	5
	(ii) Driver of front end loader in mill	4
(ak)	Crane or Fork Lift assistant	2
(al)	Chain Saw Operator (Bush):	
	(i) Other than faller	3
	(ii) Engaged on salvage operation	5
(am)	Crawler Tractor Operators:	
	(i) Up to and including Class 3 without power operated attachments	
	Up to Class 2 with power operated attachments	
	(ii) Class 4 and 5 without power operated attachments.	
	Class 3 and 4 with power operated attachments	5
	(iii) Above Class 5 without power operated attachments.	
	Class 5 and 6 with power operated attachments	5
	(iv) Above Class 6 with power operated attachments	5
	Note: Crawler Tractors are classified in accordance with Australian Standard D4-1964 "classification of Crawler Tractor by weight" as follows	
	Class: 1 Shipping weight (lbs) up to 3000 2 over 3000 up to 6000	
	3 over 6000 up to 10000	
	4 over 10000 up to 15000	
	5 over 15000 up to 25000	
	6 over 25000 up to 40000	
	7 over 40000 up to 60000	
	8 over 60000 up to 80000	
	9 over 80000	
(an)	Tractor using power operated attachments	3
(ao)	Power Grader Operators:	
	(i) Under 50 net engine horse power	3
	(ii) Between 50 and 100 net engine horse-power	3
	(iii) Over 100 net engine horse-power	4
(ap)	Diamond Mill	
	(i) Conveyor Operator (Woodchip)	4
	(ii) Chipper on Feed Operator	5

(iii)	Rail Truck Loader Attendant	4
(iv)	Chip Screen Attendant	3
(v)	Chip Tester	3
(vi)	Debarker Operator (Woodchip)	5
(vii)	Log Washer	2
(viii)	Pulpwood Cutter and/or Splitter	2
(ix)	Splitting Machine, Log Operator	3
(x)	Weighbridge Attendant	4
(xi)	Twin Saw Operator	5
(xii)	Grinder whose principal duty is grinding chipper knives	
(xiii)	Security Train Unloader	4
	(aa) Small Log Line Operator	4
	(bb) Mobile Log Line Controller	6
(aq)	Trainee in all positions up to first 3 months of employment	
(ar)	Forwarder Driver	5
(as)	Harvester	5
(at)	Processor (Bell Logger)	5
(au)	Delimber	4
(av)	Skidder	5
(aw)	Truck Mechanic	5

(3) Wages

The minimum rate of wage for employees covered by this award, excluding those employees provided for in subclause (4) hereof, shall be:

(a) Timber Industry Employee:

	RATE	ASNA	TOTAL RATE
	\$	\$	\$
Group 1	349.40	118.00	467.40
Group 2	366.10	118.00	484.10
Group 3	388.60	118.00	506.60
Group 4	409.50	118.00	527.50
Group 5	441.20	120.00	561.20
Group 6	462.10	120.00	582.10

(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.

(4) Transport - Employee Groups

The minimum rate of wage for employees covered by this award, as defined below shall be:

(a) Timber Industry Transport Employee:

	RATE	ASNA	TOTAL RATE
	\$	\$	\$
Group 1	406.20	118.00	524.20
Group 2	417.70	118.00	535.70
Group 3	425.30	118.00	543.30
Group 4	433.00	118.00	551.00
Group 5	440.70	120.00	560.70
Group 6	459.70	120.00	579.70
Group 7	471.20	120.00	591.20
Group 8	490.30	120.00	610.30

(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.

(c) Employees under this subclause shall be defined as follows:

Group 1

- (i) Driver, rigid vehicle from 4.5 to 13.9 tonnes GVM or GCM (Gross Vehicle Mass) (Gross Combination Mass)
- (ii) Driver, fork lift up to and including 5 tonnes lifting capacity
- (iii) Driver, tractor without power operated attachments

Group 2

- (i) Driver Rigid Vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity
- (ii) Straddle carrier driver
- (iii) Driver of dump truck (unlicensed)
- (iv) Driver of fork lift over 5 and up to 10 tonnes lifting capacity

Group 3

- (i) Driver articulated vehicle to 22.4 tonnes GCM
- (ii) Driver rigid vehicle and heavy trailer to 22.4 tonnes GCM
- (iii) Driver rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM
- (iv) Driver of fork lift over 10 and up to 34 tonnes lifting capacity

Group 4

- (i) Driver low loader to 43 tonnes GCM
- (ii) Driver articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity
- (iii) Driver mobile crane up to 25 tonnes lifting capacity
- (iv) Driver rigid vehicle and heavy trailer over 22.4 tonnes GCM
- (v) Driver of fork lift over 34 tonnes lifting capacity

Group 5

- (i) Driver articulated vehicle over 22.4 tonnes GCM over 39 and up to 60 tonnes capacity
- (ii) Driver multiple articulated vehicle up to 53.4 tonnes GCM
- (iii) Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)

Group 6

- (i) Driver mobile crane over 25 and up to 50 tonnes lifting capacity
- (ii) Driver multiple articulated vehicle over 53.4 tonnes up to 94 tonnes GCM up to 65 tonnes capacity

Group 7

- (i) Driver multiple articulated vehicle over 94 tonnes GCM up to 75 tonnes capacity
- (ii) Driver of mobile crane over 50 tonnes lifting capacity

Group 8

- (i) Driver multiple articulated vehicle over 94 tonnes GCM over 75 and up to 95 tonnes capacity (for each additional complete tonne over 95 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)

(5) Junior Employees

In addition to such amounts as may be prescribed by subclause (2) of Clause 9. - Junior Employees, junior employees shall receive the following percentage of a Timber Industry Employee Group 1 wage rate inclusive of supplementary payment:

Under 17 years of age	45%
Between 17 & 18 years of age	55%
Between 18 & 19 years of age	80%
Over 19 years of age	100%

(6) Apprentices

Apprentices shall receive the following percentage of a Timber Industry Employee Group 5 wage rate inclusive of supplementary payment:

Four Year Term -	
First Year	50%
Second Year	60%
Third Year	75%
Fourth Year	90%

(7) Leading Hand

In charge of 3 - 10 employees - an extra \$17.00 per week.

In charge of 11 - 20 employees - an extra \$25.60 per week
 In charge of over 20 employees - an extra \$33.20 per week.

(8) Award Rate of Pay Maintenance

- (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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
 (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
 (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
 (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
 (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

TIMBER YARD WORKERS AWARD NO. 11 OF 1951

29. - 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	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Weekly Rate (38 Hours)
	\$	\$	\$	\$
1	284.80	40.60	142.00	467.40
2	299.50	42.50	142.00	484.00
3	319.20	45.40	142.00	506.60
4	337.40	48.10	142.00	527.50
5	365.20	52.00	144.00	561.20
6	383.50	54.60	144.00	582.10

(2) Classification:

- | | Group |
|---|-------|
| (a) Breaking down saws: | |
| (i) Sawyers planking out and flitching to size with fully mechanised unit | 5 |
| (ii) Sawyers as in (i) other than operating fully mechanised unit | 5 |
| (iii) Sawyers other than (i) or (ii) | 4 |
| (iv) Assistants including hookman other than item (v) | 2 |
| (v) Hookman who in addition operates chain or other power driven saw | 3 |
| (vi) Log measurer | 2 |

(2)	Classification:— <i>continued</i>	Group
(b)	Benchperson:	
	(i) No. 1	5
	(ii) No. 2	4
	(iii) No. 3	3
	(iv) No. 4	2
(c)	Stub Edger	5
(d)	Dockers - Log Sawmilling Section:	
	(i) Responsible person at main dockers	3
	(ii) Tallyperson at main docker	2
	(iii) Dockerperson at main docker	2
	(iv) Responsible person other dockers	2
	(v) Tallyperson other dockers	2
	(vi) Dockerperson other dockers	2
(e)	Pullers-out and/or Assistants on No. 1 Bench:	
	(i) Single handed on dead or hand propelled roller	3
	(ii) Double handed as in (i)	3
	(iii) Others	3
(f)	Pullers-out and/or Assistants on No. 2 Bench	2
(g)	Pullers-out and/or Assistants on No. 3 Bench	2
(h)	Power driven cross cut sawyer other than docking saw	3
(i)	Mill or Yard Hand	1
(j)	Kiln Attendant	3
(k)	(i) Saw Doctor	5
	(ii) Saw Doctor Special Skills	6
(l)	Saw Sharpener	4
(m)	Stacker for seasoning by means of stripping or other recognised method	
(n)	Tallyperson (other than paragraphs (f) and (u)):	
	(i) Who is responsible for the making up of clients' orders for delivery	4
	(ii) Other	3
(o)	(i) Watchperson	
	(ii) Gatekeeper who is required to do administrative duties	4
(p)	(i) Dockerperson or other employee who grades, selects or colour matches timber for joinery or machining sections	3
	(ii) Double end docker	3
(q)	Woodmachining Sections:	
	(i) Shaper	5
	(ii) Grinder whose principal duty is grinding knives and cutters	5
	(iii) General Jointer and operator of sticker machine	5
	(iv) Flooring machinist - fast feed	5
	(v) Fast feed sizer	5
	(vi) Mosaic flooring machinist and moulding machinist or two, three or four sides planer -	
	(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
	(bb) 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
	(vii) Buzzer:	
	(aa) 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
	(bb) 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
	(cc) 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
	(viii) Single/Double End Tenoner:	
	(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
	(bb) who is not required to set up his/her own machine but is required to operate the machine and then only from such time as he/she is required so to act	3
(ix)	Thicknesser:	
	Dovetailer:	
	(aa) 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

- (bb) Thicknesser who is not required to set up the machine and only plane timber all round and only from such time as he/she is required so to act 3
- (cc) Dovetailer who is required to set up the machine and then Only from such time as he/she is required so to act 5
- (dd) Dovetailer 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
- (x) Chain Morticer:
Morticer:
Finger Jointer:
- (aa) who is required to set up the machine and then only from such time as he/she is required so to act 5
- (bb) 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
- (xi) Grader behind fast feed flooring machine 3
- (xii) (aa) Grader and Feeder, fast feed mosaic flooring machine who is required to set up the machine and then only from such time as he/she is required so to act 5
- (bb) Grader and Feeder, fast feed mosaic flooring machine who is not required to set up the machine and then only from such time as he/she is required so to act 3
- (cc) Multi Saw Operator who is required to set up the machine and then only from such time as he/she is required so to act 4
- (dd) Multi Saw Operator who is not required to set up the machine and then only from such time as he/she is required so to act 3
- (ee) Mitre Docking Saw Operator who is required to set up the machine and then only from such time as he/she is required so to act 4
- (ff) Multiple Mitre Docking Saw Operator 4
- (gg) Operator Panel and Wall Saws who is required to set up the machine 3
- (hh) Operator Panel and Wall Saws who is not required to set up the machine 3
- (xiii) Tailer-out four sided planing machine 2
- (xiv) Floor sanding machine 3
- (xv) Wood Turner using hand tools 5
- (xvi) (aa) Laminated beam assembler 3
- (bb) Laminated beam layout coordinator 4
- (xvii) (aa) Adhesive Section Operator, who is required to mix glue and perform quality testing 5
- (bb) Adhesive Section Assistant who is required to mix glue 4
- (cc) Adhesive Section Assistant 3
- (xviii) Gang nail truss press operator 4
- (xix) Gang nail truss hand 3
- (r) Re-Sawing:
- (i) Circular sawyer cutting to depth 7½ inches or over 4
- (ii) Tailer-out to above 2
- (iii) Circular sawyer cutting to depth of under 7½ inches 3
- (iv) Tailer-out to above 2
- (v) Bandsaw roller recut -
- (aa) Large-using blade over 3 inches 4
- (bb) Tailer-cut to above 3
- (cc) Small-using blade not over 3 inches 3
- (dd) Tailer-cut to above 3
- (s) Orderperson - whose duties include responsibility for rail consignment 4
- (t) Packer 3
- (u) Mundijong Treatment Plant
- (i) Pine Pole De-barking Machine Operator 4
- (ii) Pine Pole De-barking Machine Pullers-out who is required to grade and tally logs and then only from such time as he/she is required so to act 3
- (iii) Pine Pole Treatment Plant Operator 5
- (v) Adults employed in grading, assembling and packing mosaic flooring pieces 3
- (3) The minimum rates of wages payable to employees employed in classifications contained in this subclause shall be as follows:

Broadbanded Groups	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Total Minimum Weekly Rate (38 Hours)
	\$	\$	\$	\$
1	327.70	46.80	142.00	516.50
2	334.40	47.80	142.00	524.20
3	344.50	49.20	142.00	535.70
4	351.10	50.20	142.00	543.30
5	357.90	51.10	142.00	551.00

Grade 1

- (i) Driver, rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass)
- (ii) Driver of tow motor

Grade 2

- (i) Driver Rigid Vehicle from 4.5 tonnes to 13.9 tonnes GVM or GCM (Gross Combination Mass)
- (ii) Driver, fork lift up to and including 5 tonnes lifting capacity

Grade 3

- (i) Driver rigid vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity
- (ii) Straddle Carrier Driver
- (iii) Driver of fork lift over 5 and up to 10 tonnes lifting capacity

Grade 4

- (i) Driver, articulated vehicle to 22.4 tonnes GCM
- (ii) Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM
- (iii) Driver, rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM
- (iv) Driver of fork lift over 10 and up to 34 tonnes lifting capacity

Grade 5

- (i) Driver, articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity
- (ii) Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM
- (iii) Driver of fork lift over 34 tonnes lifting capacity

An employee who, in the course of his/her employment, drives a vehicle with self loading equipment which requires the possession of a certificate of competency shall be paid an extra \$9.91 per week.

- (4) Apprentices: Apprentices shall be paid a percentage of the total minimum award rate as prescribed for Group 5A of subclause (1) of this clause as follows -

Four Year Term	Rate
	%
First Year	50
Second Year	60
Third Year	75
Fourth Year	90

- (5) Junior Employees: Employees less than 19 years of age who are not apprentices shall be paid a percentage of the total minimum award rate for Group 1 of subclause (1) of this clause as follows -

Under 17 years of age	45
17 years of age	55
18 years of age	70

- (6) Leading Hands:

In charge of 3 - 10 employees - extra	\$17.71
In charge of 11 - 20 employees - extra	\$26.64
In charge of over 20 employees - extra	\$34.60

- (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.

TIN AND ASSOCIATED MINERALS MINING AND PROCESSING INDUSTRY AWARD NO. 14 OF 1971

26. - WAGE 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.

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.

Pump Attendant	279.50	289.50	104.00	393.50
Ventilation Man	279.50	289.50	104.00	393.50
Platelayer	283.60	293.60	104.00	397.60
Train Crew	283.60	293.60	104.00	397.60
Mechanical Loader Operator	283.60	293.60	104.00	397.60
Scraper Hauler Operator	283.60	293.60	104.00	397.60
Braceman	283.60	293.60	104.00	397.60
Platman	283.60	293.60	104.00	397.60
Skipman	283.60	293.60	104.00	397.60
Scalers	283.60	293.60	104.00	397.60
Rock Drillman in all other places	288.60	298.60	104.00	402.60
Rock Drill man in all other places including open-cut	296.20	306.20	104.00	410.20
Sanitary Man	296.50	306.50	104.00	410.50
Timberman - Other	301.10	311.10	104.00	415.10
Rock Drillman in rises	304.90	314.90	104.00	418.90
Rock Drillman in winzes	304.90	314.90	104.00	418.90
Diamond Driller -				
(a) Up to 20 h.p.	304.90	314.90	104.00	418.90
(b) Over 20 h.p.	304.90	314.90	104.00	418.90
Timberman - Shaft	312.90	322.90	104.00	426.90
Rock Drill man in Shaft	312.90	322.90	104.00	426.90
Hauler Operator	318.90	328.90	104.00	432.90
Hydraulic Twin and Treble Boom - Jumbo Operator	326.30	336.30	104.00	440.30

(2) Leading Hands: Workers appointed by the employer as leading hands shall be paid the following amounts in addition to the ordinary rates of pay:

	\$
(a) If placed in charge of not less than three and not more than ten other workers	14.30
(b) If placed in charge of more than ten and not more than twenty other workers	21.80
(c) If placed in charge of more than twenty other workers	28.50

(3) Industry Allowance: In addition to the rates of wages specified in subclause (1) of this clause and subclause (1) of Clause 29, workers shall receive as compensation for all the disabilities associated with the industry an amount of \$7.00 per week for forty hours.

(4) Junior Workers: (percentage of General Hand rate)

	%
Under 17 years of age	55
At 17 years of age	65
At 18 years of age	80
At 19 years of age	Appropriate Adult Rate

(5) Casual Workers: A casual worker shall be paid 15 percent in addition to the ordinary rate for his class of work.

29. - MESS PERSONNEL

(1) The minimum rate of wages per week payable to mess personnel shall be as follows:-

	Column A 06/10/88 \$	Rate Per Week Column B 06/04/89 \$	ASNA	TOTAL WAGE
Head Cook	287.40	297.40	104.00	401.40
Cook	279.50	289.50	104.00	393.50
Mess Attendant	242.10	252.10	104.00	356.10

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) All time worked by workers in the mess outside the daily spread of twelve hours or in excess of forty hours in any one week shall be deemed overtime and be paid for at the rate of time and one half. Provided that overtime in excess of four hours in any one week shall be paid for at the rate of double time.

(3) All time worked during ordinary hours on a Saturday shall be paid for at the rate of time and one half, on a Sunday at the rate of time and three quarters and on a holiday at the rate of double time.

- (4) The provisions of clauses -
8. Hours
 9. Overtime
 10. Shift Work
 11. Saturday Work
 12. Sunday and Holiday Work
- shall not apply to mess personnel.

TITANIUM OXIDE MANUFACTURING AWARD 1975 NO. 8 OF 1975

21. - 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 minimum weekly rates of wage payable to employees covered by this award shall be -

		PER WEEK	ASNA	TOTAL
		\$	\$	\$
(a)	General Hand:			
	First Year	298.10	142.00	440.10
	Thereafter	301.80	142.00	443.80
(b)	Plant Operators:			
	First Year	298.10	142.00	440.10
	Thereafter	301.80	142.00	443.80
(c)	Mobile Plant Operator:	311.10	142.00	453.10
(d)	Senior Plant Operator:	317.10	142.00	459.10
(e)	Leading Hand Plant Operator:	329.60	142.00	471.60
(f)	Senior Leading Hand:	343.80	142.00	485.80

**TRAINING ASSISTANTS AND COMMUNITY SUPPORT STAFF (CEREBRAL PALSY ASSOCIATION) AWARD 1987
NO. A 16 OF 1986**

14. - WAGES

- (1) (a) TRAINING ASSISTANTS AND SUPPORT STAFF:

	Base Rate Per Week	- Arbitrated Safety Net Adjustments Per Week	Total Rate Per Week
	\$	\$	\$
1st year of employment	395.90	142.00	537.90
2nd year of employment	407.30	142.00	549.30
3rd year of employment	422.20	144.00	566.20
4th year of employment	434.50	144.00	578.50

- (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) Senior Community Support Staff:
Employees who are required to co-ordinate the activities of Community Support Staff shall be designated as Senior Community Support Staff and they shall be paid an in-charge allowance of \$797.50 per annum in addition to the rates of pay specified in subclause (1) of this clause.
- (3) Junior Training Assistants and Community Support Staff:
A Junior Training Assistant or Community Support Assistant shall be paid the following percentage of the rate prescribed for a Training Assistant in their first year of employment.

- | | |
|-----------------------------|-------------|
| | % |
| At or under 17 years of age | 70 |
| At 18 years of age | 80 |
| At 19 years of age | 90 |
| At 20 years of age | Adult Rates |
- (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) A casual employee shall be paid 20% in addition to the rates prescribed in this clause.
- (6) 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.
- (7) 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.
- (8) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

THE TRANSPORT TRUST SALARIED OFFICERS' AWARD NO. 3 OF 1977

SCHEDULE D

SALARIES

Annual salaries applicable to officers covered by this Award.

Level	Salary Per Annum \$ pa	1st, 2nd & 3rd Arbitrated Safety Net Adjustment \$ pa	\$10 Arbitrated Safety net Adjustment \$ pa	ASNA 1999, 2000, 2001, 2002, 2003, & 2004	Total \$ pa
Level 1					
Under 17 years	10445	642	268	2001	13356
17 years	12207	750	313	2339	15609
18 years	14238	876	366	2727	18207
19 years	16481	1014	423	3157	21075
20 years	18507	1140	475	3545	23667
1.1	20331	1251	522	4904	27008
1.2	20983	1251	522	4904	27660
1.3	21634	1251	522	4904	28311
1.4	22281	1251	522	4904	28958
1.5	22932	1251	522	5009	29714
1.6	23583	1251	522	5009	30365
1.7	24332	1251	522	5009	31114
1.8	24850	1251	522	4905	31528
1.9	25616	1251	522	4905	32294
Level 2					
2.1	26533	1251	522	4905	33211
2.2	27236	1251	522	4905	33914
2.3	27975	1251	522	5009	34757
2.4	28756	1251	522	5009	35538
2.5	29573	1251	522	5009	36355
Level 3					
3.1	30696	1251	522	5009	37478
3.2	31571	1251	522	5009	38353
3.3	32473	1251	522	5009	39255
3.4	33399	1251	522	4904	40076
Level 4					
4.1	34669	1251	522	4904	41346
4.2	35664	1251	522	4904	42341
4.3	36688	1251	522	4904	43365
Level 5					
5.1	38660	1251	522	4904	45337
5.2	39993	1251	522	4904	46670
5.3	41378	1251	522	4904	48055
5.4	42815	1251	522	4904	49492

Level	Salary Per Annum \$ pa	1st, 2nd & 3rd Arbitrated Safety Net Adjustment \$ pa	\$10 Arbitrated Safety net Adjustment \$ pa	ASNA 1999, 2000, 2001, 2002, 2003, & 2004	Total \$ pa
Level 6					
6.1	45126	1251	522	4904	51803
6.2	46697	1251	522	4904	53374
6.3	48323	1251	522	4904	55000
6.4	50059	1251	522	4904	56736

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, Dental Officer, Education Officer, Engineer, 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 \$ pa	1st, 2nd & 3rd Arbitrated Safety Net Adjustments \$ pa	\$10 Arbitrated Safety Net Adjustment \$ pa	ASNA 1999, 2000, 2001, 2002, 2003 & 2004 \$ pa	Total \$ pa
Level 2/4					
1st year	26533	1251	522	4905	33211
2nd year	27975	1251	522	5009	34757
3rd year	29573	1251	522	5009	36355
4th year	31571	1251	522	5009	38353
5th year	34669	1251	522	4904	41346
6th year	36688	1251	522	4904	43365
Level 5					
1st year	38660	1251	522	4904	45337
2nd year	39993	1251	522	4904	46670
3rd year	41378	1251	522	4904	48055
4th year	42815	1251	522	4904	49492
Level 6					
1st year	45126	1251	522	4904	51803
2nd year	46697	1251	522	4904	53374
3rd year	48323	1251	522	4904	55000
4th year	50059	1251	522	4904	56736

TRANSPORT WORKERS (GOVERNMENT) AWARD, 1952 NO. 2A OF 1952

5. - WAGES

(1) Adult employees:

An adult employee shall be paid the following total weekly wage which is comprised of the components for base rate and supplementary payment. All components of the total weekly wage are payable for all purposes of this award.

	Total Weekly Wage \$	Base Rate \$	Safety Net Adjustment \$	Supplementary Payment \$	Special Payment \$
Group 1	520.60	324.50	142.00	46.30	7.80
Motor driver's assistant Loader					
Driver of mechanical horse with or without trailer					
Group 2	539.90	327.80	142.00	46.80	23.30
Driver rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass) or GCM (Gross Combination Mass)					
Employee riding a motorcycle in the course of employment					
Driver of tow motor					

	Total Weekly Wage	Base Rate	Safety Net Adjustment	Supplementary Payment	Special Payment
	\$	\$	\$	\$	\$
Group 3	543.70	334.60	142.00	47.80	19.30
Driver rigid vehicle 4.5 to 13.9 tonnes GVM or GCM					
Driver of fork lift up to and including 4500 kg lifting capacity					
Driver of tractor without power operated attachments					
Group 4	555.10	344.60	142.00	49.20	19.30
Driver rigid vehicle over 13.9 tonnes GVM or GCM					
Straddle carrier driver					
Driver of fork lift over 4500 kg and up to 9000 kg lifting capacity					
Group 5	564.80	351.30	144.00	50.20	19.30
Driver articulated vehicle up to 22.4 tonnes GCM					
Driver rigid vehicle and heavy trailer up to 22.4 tonnes GCM					
Driver rigid vehicle 4 axles over 13.9 tonnes GVM					
Driver of fork lift over 9000 kg lifting capacity					
Group 6	594.00	358.90	144.00	51.20	39.90
Driver low loader up to 43 tonnes GCM					
Driver articulated vehicle over 22.4 tonnes GCM					
Driver rigid vehicle and heavy trailer over 22.4 tonnes					
Group 7	605.60	364.70	142.00	52.10	46.80
Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 81 cents as part of the weekly wage rate of all purposes shall be payable)					
(2) Service Increments: Adult employees shall be paid service increments for all purposes of the Award as follows:					
after one year of service			\$4.50 per week		
after two years of service			\$8.87 per week		
(3) 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 10 other employees, shall be paid \$22.92 per week extra.					
(b) more than 10 and not more than 20 other employees, shall be paid \$34.42 per week extra.					
(c) more than 20 other employees, shall be paid \$43.70 per week extra.					
(4) Junior Employees					
(a) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)					
			%		
Under 19 years of age			70		
Under 20 years of age			80		
20 years of age			100		
(b) No junior under 17 years of age shall be permitted to have sole charge of a motor vehicle.					
(5) Casual Employees					
Casual employees, being employees who are dismissed through no fault of their own before the expiration of one week of employment shall be paid twenty per cent in addition to the ordinary rate.					
(6) Self-loading Equipment:					
An employee who, in the course of his/her employment, drives a vehicle equipped with self loading equipment which requires the possession of a certificate of competency shall be paid an extra \$8.93 per week.					

TRANSPORT WORKERS (MOBILE FOOD VENDORS) AWARD 1987 NO. A3 OF 1986**7. - WAGES**

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Weekly Wage" column in this clause for the appropriate grade.

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Wage Per Week
	\$	\$	\$	\$
(1) Classification				
Mobile Canteen Operators				
Grade 1	327.70	46.80	142.00	516.50
Driver of Rigid Vehicle to 4.5 tonnes GVM or GCM				
Grade 2	334.40	47.80	142.00	524.20
Driver of Rigid Vehicle to 4.5 to 13.9 tonnes GVM or GCM				
(2) 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 employees shall be paid \$21.01 per week extra.				
(b) More than ten and not more than twenty other employees shall be paid \$31.34 per week extra.				
(c) More than twenty other employees shall be paid \$39.73 per week extra.				
(3) Junior Employees				
(a) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)				
	%			
Under 19 years of age	70			
Under 20 years of age	80			
20 years of age	100			
(b) No person under seventeen years of age shall be permitted to have sole charge of a motor vehicle.				
(c) A junior employee who is required to have a B Class Motor Drivers Licence shall be paid the Full Adult Rate.				
(4) Casual employees: Casual employees, being employees who are dismissed through no fault of their own before the expiration of one week of employment shall be paid twenty per cent in addition to the relevant ordinary rate of wage prescribed in this clause.				
(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.				

TRANSPORT WORKERS (BURSWOOD ISLAND RESORT) AWARD 1987 NO. A 2 OF 1987**8. - WAGES**

(1) Adult Employee			
Bus Drivers (including Service, Tour, Charter Bus Drivers) driving a passenger vehicle having seating capacity for -			
	Base Rate	Safety Net Adjustment	Total Wage Per Fortnight
	\$	\$	\$
(i) under 25 adult persons	750.90	268.00	1018.90
(ii) 25 adult persons or more	765.30	268.00	1033.30
(iii) Car/Limousine Driver	721.00	268.00	989.00
(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.			

TRANSPORT WORKERS' (EASTERN GOLDFIELDS TRANSPORT BOARD) AWARD 1976 NO. 23 OF 1976**34. - WAGES**

The following shall be the minimum rates of wages payable to employees covered by this award -

(1)	Adult Omnibus Driver -	Base Rate \$	Safety Net Adjustment \$	Total Wage Per Week \$
	First year of service	441.37	144.00	585.37
	Second year of service	446.18	144.00	590.18
	Third year of service	452.74	144.00	596.74
(2)	Leading hands shall be paid at a rate exceeding the highest rate of employees he/she supervises by an amount of \$19.83 per week.			
(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.

TRANSPORT WORKERS (GENERAL) AWARD NO. 10 OF 1961**7. - WAGES**

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 Per Week" column in this clause for the appropriate grade or sub-grade.

PART 1

Grade	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Total Per Week \$
(1) Grade 1 Motor Driver's Assistant Washers (except can and night washers) Driver of mechanical horse with or without trailer Loaders Yardsperson	314.30	44.90	142.00	501.20
(2) Grade 2 Driver, rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass) Employee riding a motorcycle in the course of employment Night Washer Driver of tow motor	327.70	46.80	142.00	516.50
(3) Grade 3 Driver, rigid vehicle from 4.5 to 13.9 tonnes GVM or GCM (Gross Combination Mass) Driver, fork lift up to and including 5 tonnes lifting capacity Driver, tractor without power operated attachments	334.40	47.80	142.00	524.20
(4) Grade 4 Driver, rigid vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity Straddle carrier driver Driver of dump truck (unlicensed) Driver of fork lift over 5 and up to 10 tonnes lifting capacity	344.50	49.20	142.00	535.70
(5) Grade 5 Driver, articulated vehicle to 22.4 tonnes GCM Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM Driver, rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM Driver of fork lift over 10 and up to 34 tonnes lifting capacity	351.10	50.20	142.00	543.30
(6) Grade 6 Driver low loader to 43 tonnes GCM Driver articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity Driver mobile crane up to 25 tonnes lifting capacity Driver rigid vehicle and heavy trailer over 22.4 tonnes GCM Driver of fork lift over 34 tonnes lifting capacity	357.90	51.10	142.00	551.00

Grade	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Total Per Week \$
(7) Grade 7 Driver articulated vehicle over 22.4 tonnes GCM over 39 and up to 60 tonnes capacity Driver multiple articulated vehicle up to 53.4 tonnes GCM Driver low loader over 43 tonnes GCM (For each additional complete tonne over 43 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)	364.60	52.10	144.00	560.70
(8) Grade 8 Driver mobile crane over 25 and up to 50 tonnes lifting capacity Driver multiple articulated vehicle over 53.4 tonnes up to 94 tonnes GCM up to 65 tonnes capacity	381.20	54.50	144.00	579.70
(9) Grade 9 Driver multiple articulated vehicle over 94 tonnes GCM up to 75 tonnes capacity Driver of mobile crane over 50 tonnes lifting capacity	391.30	55.90	144.00	591.20
(10) Grade 10 Driver multiple articulated vehicle over 94 tonnes GCM over 75 and up to 95 tonnes capacity (for each additional complete tonne over 95 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)	408.00	58.30	144.00	610.30

(11) Van Driver - Salesperson (as defined) shall be paid \$8.07 per week extra.

PART 2

- (1) **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 \$20.93 per week extra.
 - (b) More than ten and not more than twenty other workers shall be paid \$31.21 per week extra.
 - (c) More than twenty other workers shall be paid \$39.63 per week extra.
- (2) **Junior Employees:**
 - (a) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age.....	80
20 years of age	100
 - (b) No junior under 17 years of age shall be permitted to have sole charge of a motor vehicle.
- (3) **Industry Allowance:**
In addition to the rates prescribed in this clause an amount of \$17.42 per week shall be paid to employees engaged under this award in rock 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 limestone quarries of Cockburn Cement limited shall be paid an amount of \$0.45 cents per hour in lieu of the \$17.42 per week referred to in this sub clause.
- (4) **Ready Mixed Concrete Industry:**
In addition to the rates prescribed in this clause an amount of \$10.30 per week shall be paid to drivers and/or operators of ready mixed concrete trucks.

TRANSPORT WORKERS' (NORTH WEST PASSENGER VEHICLES) AWARD, 1988 NO. A 19 OF 1987

6. - WAGES

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Wage" column in this clause for the appropriate grade or sub-grade.

- (1) **Bus Driver (including Service, Tour, Charter and School Bus Drivers) driving a passenger vehicle having seating capacity for -**

	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Total Wage \$
(a) Under 25 adult persons	323.90	46.30	142.00	512.20
(b) 25 adult persons or more	334.80	47.90	142.00	524.70
- (2) A leading hand shall be paid a rate exceeding the highest rate of the workers he/she supervises by an amount of \$20.99 per week.

“TRANSPORT WORKERS’ (PASSENGER VEHICLES)” AWARD NO. R 47 OF 1978**10. - WAGES**

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Wage" column in this clause for the appropriate grade or sub-grade and is payable for all purposes of the award.

- (1) Bus Driver (including Service, Tour, Charter and School Bus Drivers) driving a passenger vehicle having seating capacity for -

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Wage
	\$	\$	\$	\$
(a) Under 25 adult persons	329.75	47.05	142.00	518.80
(b) 25 adult persons or more	340.50	48.70	142.00	531.20

- (2) A leading hand shall be paid a rate exceeding the highest rate of the workers he/she supervises by an amount of \$20.99 per week.

UNIVERSITY, COLLEGES AND SWANLEIGH AWARD, 1980 NO. 7B OF 1979**31. - WAGES**

- (1) (a) The minimum weekly rates of wage payable shall be:

	Minimum Award Rate
	\$
Level 1 Cleaner	506.60
Level 2 Domestic employees including - Kitchen Attendant House Attendant Dining Attendant Laundry Attendant Sewing Attendant	513.30
Level 3 Cooks (Other)	517.50
Level 4 Gardener/Groundsperson Grade 1	525.80
Level 5 First Cook (Grade 1), or Cook working alone Gardener/Groundsperson, Grade 2 Sewing Supervisor	534.20
Level 6 Senior Gardener/Groundsperson, Grade 1 First Cook, Grade 2	542.50
Level 7 Senior Gardener/Groundsperson, Grade 2 Tradesperson Cook	561.20
Level 8 Head Groundsperson	642.60

- (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) Junior Employees:

Junior employees shall receive the following percentages of the adult 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 other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid \$20.70 per week in addition to the rates prescribed herein.
- (4) For all work done on any day after a break referred to in subclause (3) of Clause 7. - Hours of this award, the employee shall be paid an allowance of \$1.29 per hour for each such hour worked.
- (5) On and from 12 August 1992 the wage rates set out in subclause (1) of this clause include the first, second, third and fourth instalments of the Minimum Rates Adjustment Principle. Relativities have been established at 87.4% of the tradesperson's rate at Level 1 and 100% of the tradesperson's rate for a trade trained Senior Cook at Level 7.

VEHICLE BUILDERS' AWARD 1971 NO. 9 OF 1971

9. - WAGES AND SUPPLEMENTARY PAYMENTS

- (1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level as specified in Clause 6. - Definitions of this Award, shall be made up of a base rate, plus a supplementary payment and safety net adjustment, giving a total weekly award rate as follows:

CLASSIFICATION Adult Employees (expressed as a percentage of the Vehicle Building Tradesperson Level I Rate):	Base Rate	Supple- mentary Payment	Safety Net Adjustment	Total Rate Per Week	Vehicle Building Trades- person Level 1
	\$	\$	\$	\$	%
Advanced Tradesperson/Production Technician					
Vehicle Building	471.70	70.60	142.00	684.30	130.0
Vehicle Building Tradesperson – Level IV	417.30	62.50	142.00	621.80	115.0
Vehicle Building Tradesperson – Level III	399.10	59.80	144.00	602.90	110.0
Vehicle Building Tradesperson – Level II	381.00	57.10	144.00	582.10	105.0
Vehicle Building Tradesperson – Level I	362.90	54.30	144.00	561.20	100.0
Vehicle Builder - Level IV	335.30	50.20	142.00	527.50	92.4
Vehicle Builder - Level III	317.10	47.50	142.00	506.60	87.4
Vehicle Builder - Level II	297.60	44.50	142.00	484.10	82.0
Vehicle Builder - Level I	283.00	42.40	142.00	467.40	78.0

- (2) Supplementary Payments
- (a) Where an employee is in receipt of a rate of pay which exceeds the Award Rate Per Week prescribed in subclause (1) above, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement, then such rate will be deemed to be inclusive of the Supplementary Payment.
- (b) Overtime, shift allowances, penalty rates, disability allowances, special rates, fare and travelling time allowances and any other work related allowances prescribed by this award shall not be offset against Supplementary Payments.
- (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) Apprentices - (Wage per week expressed as a percentage of the Vehicle Building Tradesperson - Level I 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 | |
- (5) Leading Hand - An employee placed in charge of -
- | | | |
|-----|---|-------|
| | | \$ |
| (a) | Not less than three and not more than 10 other employees shall be paid per week extra | 21.00 |
| (b) | More than 10 and not more than 20 other employees shall be paid per week extra | 32.20 |
| (c) | More than 20 other employees shall be paid per week extra | 41.60 |
- (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 work as a tradesperson or as an apprentice the employer shall pay a tool allowance of -
- (i) \$11.75 per week to such tradesperson, or
- (ii) in the case of an apprentice a percentage of \$11.75, being the percentage which appears against his/her year of apprenticeship in subclause (3) 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/her employer if lost through his/her negligence.
- (7) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed.
- (8) Junior Employees (Wage per week expressed as a percentage of the Vehicle Builder Level 1 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 |
- (9) Minimum Adult Award 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.

- (i) Adult Apprentices
 - (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
 - (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
 - (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
 - (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.
- (10) 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 structural efficiency adjustments to this Award, 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 vehicle building 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 the union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of the workplace or enterprise. 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 a new classification structure, the facilitative provisions contained in this Award and, subject to Clause 37. - 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 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 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 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 union must be a party to the agreement;
 - (v) the union shall not unreasonably oppose any agreement;
 - (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 29. - Avoidance of Industrial Disputes of this award.

37. - TRAINEESHIPS

- (1) Scope:
 - (a) This clause shall apply to persons:
 - (i) who are undertaking a Traineeship (as defined); and
 - (ii) who are employed by an employer bound by this Award.
 - (b) This clause does not apply to the Apprenticeship system.
- (2) Objectives:
 - (a) This clause facilitates 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 persons and long term unemployed persons, and
 - (b) This clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme, and
 - (c) Existing full-time employees shall not be displaced from employment by a Trainee.
- (3) Limited Operation (ATS and CST):

The wage rates prescribed herein and relative to the Australian Traineeship System (ATS) or the Career Start Traineeships (CST) shall not apply to any employer bound by this award, except in relation to ATS and CST trainees who commenced a traineeship with the employer before 11 May 1995.
- (4) Definitions:

"Appropriate State Legislation" means the State Employment and Skills Development Authority Act 1990, or any successor legislation.

"Approved Training" means training undertaken both on and off the job, in a Traineeship and shall involve formal instruction both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved and accredited by the 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 Training Authority. A traineeship agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.

"Traineeship Scheme" means the Metal and Engineering Industry Traineeship, Australian Traineeship System or Career Start Traineeship approved by the Training Authority, or any other Traineeship Scheme for employees covered by this Award and approved by the Training Authority after consultation and negotiation with the union.

"Training Authority" means -

- (a) the State Employment and Skills Development Authority and any successor, or
- (b) the National Employment and Training Taskforce where such gives interim approval to a Training Scheme and thereafter until that scheme is finally approved by the body referred to in (a) hereof.

(5) Training Conditions:

- (a) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.
- (b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, 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 Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on the job training.
- (c) The employer shall provide an appropriate level of supervision during the traineeship period.
- (d) The overall training programme will be monitored by officers of the Training Authority and training records or work books shall be provided, if required to be utilised as part of this monitoring process.

(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 one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee 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 Training Authority.
 - (ii) An employer who decides not to continue the employment of a Trainee upon the completion of the traineeship shall notify, in writing, the Training Authority of that 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 and the Trainee will attend such training.
- (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 this Award.
- (e) All other terms and conditions of this 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.
- (f) 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 payment.
- (g)
 - (i) Overtime and shift work shall not be worked by a Trainee except in circumstances where the section in which the trainee is receiving on the job training is required to work overtime, or the work of that section is normally carried out by shifts and there is satisfactory provision for approved training.
 - (ii) A Trainee shall not work overtime alone.
 - (iii) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by this Award.

(7) Wages:

- (a)
 - (i) The minimum rates of wages payable weekly to Trainees are as provided in paragraph (b), or paragraph (d), of this subclause.
 - (ii) These wage rates will only apply to Trainees while that are undertaking an approved traineeship which includes approved training as defined in this clause.
 - (iii) The wages prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.
- (b) Traineeships (excluding ATS and CST).
 - (i) 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.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00(50%)*	169.00(33%)	235.00
	160.00(33%)	191.00(25%)	
Plus 1 year out of school	191.00	235.00	272.00
Plus 2 years	235.00	272.00	316.00
Plus 3 years	272.00	316.00	362.00
Plus 4 years	316.00	362.00	
Plus 5 years or more	362.00		

* Figures in brackets indicate the average proportion of time spent on 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%.

(ii) 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.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00(50%)*	169.00(33%)	225.00
	160.00(33%)	191.00(25%)	
Plus 1 year out of school	191.00	225.00	257.00
Plus 2 years	225.00	257.00	301.00
Plus 3 years	257.00	301.00	344.00
Plus 4 years	301.00	344.00	
Plus 5 years or more	344.00		

* Figures in brackets indicate the average proportion of time spent on 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%.

(iii) Industry/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 industry/skill Level C.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	137.00(50%)*	169.00(33%)	211.00
	160.00(33%)	191.00(25%)	
Plus 1 year out of school	191.00	211.00	237.00
Plus 2 years	211.00	237.00	267.00
Plus 3 years	237.00	267.00	299.00
Plus 4 years	267.00	299.00	
Plus 5 years or more	299.00		

* Figures in brackets indicate the average proportion of time spent on 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%.

- (c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:
- (i) include any period of schooling beyond Year 10 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; and
 - (iii) no include any period during a calendar year in which a year of schooling is completed.
- (d) Traineeships (AST and CST only)
- Wages for the Australian Traineeship System and Career Start trainees shall be calculated as follows:-
- (i) Australian Traineeship System:
 - (a) The weekly wage payable to a trainee shall be not less than that determined by applying the appropriate junior wage per week, calculated in accordance with subclause (b), of Clause 9. - Wages and Supplementary Payments, of this Award and multiplying by 39, which represents actual weeks spent on the job, then dividing that sum by 52 to provide a weekly wage.

- (b) In any case, the rate determined shall not be less than the minimum rate prescribed in the Australian Traineeship guidelines as amended for time to time.
- (ii) Career Start Traineeship:
 - (a) Determining the hourly rate applicable to a Vehicle Builder, Level II level adult employee, if 21 years of age or older, or the appropriate junior wage per week as prescribed in subclause (b), of Clause 9. - Wages and Supplementary Payments, of this Award;
 - (b) Multiplying that hourly rate by the number of weekly ordinary hours, less the average training as specified in the registered agreement.

(e) Completed Traineeship - Continued Junior Employment

Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to -

- (i) The Traineeship Scheme (excluding the Australian Traineeship System and a Career Start Traineeship), the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 6. - Definitions, of this Award, and the wage rate relevant thereto as prescribed in Clause 9. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee; or
- (ii) The Australian Traineeship System, or the Career Start Traineeship, the rate of wage prescribed for the classification Vehicle Builder - Level III by Clause 9. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.

(8) Industry/Skill Levels

The industry skill levels referred to in subclause (7) of this clause are those described in this subclause.

(a) **Industry/Skill Level A**

Office Clerical
 Commonwealth Public Sector Clerical
 State Public Sector Clerical
 Local Government Clerical
 Finance, Property and Business Services

(b) **Industry/Skill Level B**

Wholesale and Retail
 Recreation and Personal Services
 Transport and Storage
 Manufacturing

(c) **Industry/Skill Level C**

Community Services and Health
 Pastoral
 Environmental
 Wholesale and Retail - Vehicle Repair Services and Retail Sector

DATED at Perth this 5th day of November, 1971.

WA GOVERNMENT HEALTH SERVICES ENGINEERING AND BUILDING SERVICES AWARD 2004 A 2 OF 2004

PART 8 – APPENDICES

APPENDIX A. - SALARIES

(1) Rates of Pay

Subject to this Appendix, employees shall be paid the rates of pay specified in the following table in accordance with the level to which they are from time to time classified.

Classification	Level	Percentage Relativity to C10 Tradesperson	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I.	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
Carpenter	Building Tradesperson Level 04	100	365.20	52.00	144.00	561.20	12.40	72.98	12.00	0.00	34356
	Building Tradesperson Level 05	105	383.50	54.60	144.00	582.10	13.04	73.18	12.00	0.00	35490
	Building Tradesperson Level 06	110	401.70	57.20	144.00	602.90	13.68	73.39	12.00	0.00	36619
	Building Tradesperson Level 07	115	420.00	59.80	142.00	621.80	14.22	73.59	12.00	0.00	37644
	Building Tradesperson Level 08	120	438.20	62.40	142.00	642.60	14.86	61.06	12.00	0.00	38109
	Building Tradesperson Level 09	125	456.50	65.00	142.00	663.50	15.50	61.33	12.00	0.00	39246
Painter	Building Tradesperson Level 04	100	365.20	52.00	144.00	561.20	12.40	56.56	12.00	0.00	33499
	Building Tradesperson Level 05	105	383.50	54.60	144.00	582.10	13.04	56.76	12.00	0.00	34633
	Building Tradesperson Level 06	110	401.70	57.20	144.00	602.90	13.68	56.97	12.00	0.00	35763
	Building Tradesperson Level 07	115	420.00	59.80	142.00	621.80	14.22	57.17	12.00	0.00	36787
	Building Tradesperson Level 08	120	438.20	62.40	140.00	640.60	14.86	44.62	12.00	0.00	37147
	Building Tradesperson Level 09	125	456.50	65.00	142.00	663.50	15.50	44.92	12.00	0.00	38390
Plasterer	Building Tradesperson Level 04	100	365.20	52.00	144.00	561.20	12.40	69.13	12.00	0.00	34155
	Building Tradesperson Level 05	105	383.50	54.60	144.00	582.10	13.04	69.33	12.00	0.00	35289
	Building Tradesperson Level 06	110	401.70	57.20	144.00	602.90	13.68	69.54	12.00	0.00	36418
	Building Tradesperson Level 07	115	420.00	59.80	142.00	621.80	14.22	69.74	12.00	0.00	37443
	Building Tradesperson Level 08	120	438.20	62.40	142.00	642.60	14.86	57.21	12.00	0.00	37908
	Building Tradesperson Level 09	125	456.50	65.00	142.00	663.50	15.50	57.48	12.00	0.00	39045

Classification	Level	Percentage Relativity to C10 Tradesperson	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I.	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Over time and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
Plumber	Building Tradesperson Level 04	100	365.20	52.00	144.00	561.20	12.40	88.79	12.00	0.00	35181
	Building Tradesperson Level 05	105	383.50	54.60	144.00	582.10	13.04	88.99	12.00	0.00	36315
	Building Tradesperson Level 06	110	401.70	57.20	144.00	602.90	13.68	89.20	12.00	0.00	37444
	Building Tradesperson Level 07	115	420.00	59.80	142.00	621.80	14.22	89.40	12.00	0.00	38469
	Building Tradesperson Level 08	120	438.20	62.40	142.00	642.60	14.86	76.87	12.00	0.00	38933
	Building Tradesperson Level 09	125	456.50	65.00	142.00	663.50	15.50	77.14	12.00	0.00	40071
Other Building Employees Not Elsewhere Classified	Building Employee Entrant Level	78	284.86	40.56	142.00	467.42	9.68	50.29	14	0.00	28242
	Building Employee Level 1	82	299.46	42.64	142.00	484.10	10.20	50.42	14	0.00	29147
	Building Employee Level 2	87	319.18	45.45	142.00	506.63	10.87	50.62	14	0.00	30367
	Building Employee Level 3	92	337.44	48.05	142.00	527.49	11.51	50.80	14.00	0.00	31498
	Building Employee Level 4	100	365.20	52.00	144.00	561.20	12.40	51.19	14.00	0.00	33323
Mechanical Fitter, Motor Mechanic, Refrigeration Fitter, Plant Operator and other engineering trades employees not elsewhere classified.	Engineering Employee Level 14	78	284.86	40.56	142.00	467.42	14.68	49.44	14.00	0.00	28459
	Engineering Employee Level 13	82	299.46	42.64	142.00	484.10	15.40	49.58	14.00	0.00	29374
	Engineering Employee Level 12	87.4	319.18	45.45	142.00	506.63	16.47	49.77	14.00	0.00	30615
	Engineering Employee Level 11	92.4	337.44	48.05	142.00	527.49	17.41	49.96	14.00	0.00	31762
	Engineering Tradesperson Level 10	100	365.20	52.00	144.00	561.20	18.80	61.75	12.00	0.00	34104
	Engineering Tradesperson Level 09	105	383.50	54.60	144.00	582.10	19.70	61.95	12.00	0.00	35252
	Engineering Tradesperson Level 08	110	401.70	57.20	144.00	602.90	20.70	62.16	12.00	0.00	36400
	Engineering Tradesperson Level 07	115	420.00	59.80	142.00	621.80	21.60	62.36	12.00	0.00	37443
	Engineering Tradesperson Level 06	125	456.50	65.00	144.00	665.50	23.50	50.03	12.00	0.00	39179

Classification	Level	Percentage Relativity to C10 Tradesperson	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I.	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
Mechanical Fitter, Motor Mechanic, Refrigeration Fitter, Plant Operator and other engineering trades employees not elsewhere classified.	Engineering Tradesperson Level 05	130	474.80	67.60	142.00	684.40	24.40	50.18	10.00	0.00	40115
Electrical Fitter/ Mechanic	Engineering Tradesperson Level 10	100	365.20	52.00	144.00	561.20	18.80	78.15	12.00	0.00	34959
	Engineering Tradesperson Level 09	105	383.50	54.60	144.00	582.10	19.70	78.35	12.00	0.00	36107
	Engineering Tradesperson Level 08	110	401.70	57.20	144.00	602.90	20.70	78.56	12.00	0.00	37255
	Engineering Tradesperson Level 07	115	420.00	59.80	142.00	621.80	21.60	78.76	12.00	0.00	38298
	Engineering Tradesperson Level 06	125	456.50	65.00	142.00	663.50	23.50	66.36	12.00	0.00	39926
	Engineering Tradesperson Level 05	130	474.80	67.60	142.00	684.40	24.40	66.58	10.00	0.00	40971

- (2) (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.
- (3) This Award shall not operate to reduce the salary of any employee who is at present receiving above the minimum rate prescribed for their class of work.
- (4) A junior employee, other than an apprentice or trainee, employed to carry out work regulated by this Award, including work normally done by an apprentice or trainee, shall be paid not less than the wage of an adult performing similar work. No new designation shall be introduced during the currency of this Award so as to reduce the status of any employee covered thereby.
- (5) Infirmity
- (a) Any employee who by reason of infirmity is unable to earn the minimum wage may be paid a lesser wage as may from time to time be agreed upon in writing between the Union's and the Employer.
- (b) Where no agreement is reached the matter may be determined in accordance with Clause 11- Dispute Resolution for determination.
- (6) Building Trades Employees
- Except to the extent of any inconsistency with this Award, those parts of Appendix D - Award Restructuring of the Building Trades (Government) Award 1968 No. 31a of 1966 (as at the date of registration of this Award), which pertain to transfer from old classification structures, reclassification of employees and classification definitions, shall apply to this Award.
- (7) Metal Trades Employees
- Except to the extent of any inconsistency with this Award, those parts of Clause 5. - Classification Structure and Definitions of the Engineering Trades (Government) Award 1967 No. 29, 30 & 31 of 1961 & 3 of 1962, (as at the date of registration of this Award), which pertain to transfer from old classification structures, reclassification of employees and classification definitions, shall apply to this Award.

(8) Plant Operators

Except to the extent of any inconsistency with this Award, those parts of Clause 5. - Definitions of the Engine Drivers (Government) Award 1983, (provisions applicable as at the date this subclause takes effect), which define a Plant Operator, shall apply to this Award.

WARD ASSISTANTS (MENTAL HEALTH SERVICES) AWARD 1966 NO. 35 OF 1966

26. - 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 \$	Minimum Weekly Rate \$
Ward Assistants			
(a) At 19 years of age and over			
1st year of employment	377.40	142.00	519.40
2nd year of employment	387.80	142.00	529.80
3rd year of employment and thereafter	398.30	142.00	540.30
(b) Under 19 years of age (percentage of the total wage prescribed for a ward assistant in his/her first year of service in paragraph (1)(a) hereof per week).			
	%		
1st year of employment	73		
2nd year of employment	81		
3rd year of employment	87		

- (2) Wages shall be paid by direct funds transfer to the credit of an account nominated by the employee at such bank, building society or credit union approved by the employer. Provided that where such form of payment is impractical or where some exceptional circumstances exist and by agreement between the employer and the Union, payment by cheque may be made.
- (3) Payment for higher duties shall not apply to an employee required to act in another position whilst the permanent employee is on a single accrued day off as prescribed by subclause (3) of Clause 5. - Hours of this award.
- (4) An employee who regularly performs shift or weekend work shall be paid for accrued days off, including shift or weekend penalties, when those days are taken as leave and at the rate which applied when they were accumulated.
- (5) An employee who performs shift or weekend work irregularly may be paid shift or weekend penalties during the pay period in which the work is performed.
- (6) No deductions shall be made from an employee's wage unless the employee has authorised such deduction in writing.
- (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.

WATCHMAKER'S AND JEWELLERS' AWARD 1970 NO. 10 OF 1970

8. - WAGES

- (1) The minimum weekly rate of wage payable to adult employees covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder, from the beginning of the first pay period on the 4 June 2004.

	Base Rate \$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustments \$	Minimum Rates \$
(a) Watchmaker, Clockmaker watch and clock repairer	365.20	52.00	144.00	561.20
(b) Jeweller, setter, general jeweller's tradesman and engraver	365.20	52.00	144.00	561.20
(c) Process Worker % of trade				
Grade 1 78	284.86	35.28	142.00	462.14
Grade 2 80	292.16	36.80	142.00	470.96
Grade 3 85	310.42	40.60	142.00	493.02

- (2) (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.

- (3) Apprentices (wage per week expressed as a percentage of the respective tradesman's rate)
- | | | |
|-----|--------------|----|
| (a) | 5 Year Term: | % |
| | 1st year | 40 |
| | 2nd year | 48 |
| | 3rd year | 55 |
| | 4th year | 75 |
| | 5th year | 88 |
| (b) | 4 Year Term: | |
| | 1st year | 42 |
| | 2nd year | 55 |
| | 3rd year | 75 |
| | 4th year | 88 |
- (4) Leading Hands:
- Any jeweller or watchmaker placed in charge of not more than ten (10) jewellers or watchmakers shall be paid \$20.70 per week in addition to the rates of pay prescribed by this award.
- (5) Tool Allowance:
- Watchmakers and apprentices to watchmaking shall be paid a tool allowance of \$9.70 per week extra.
- (6) Junior process worker (percentage of adult process worker - Grade 1).
- | | |
|------------------------------|-----|
| | % |
| At 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 | 100 |

WATER CORPORATION (STAFF) AWARD 2003 PSAA 1 OF 2003

SCHEDULE A - SALARIES

The rates of pay in the table A are the rates of pay for Water Corporation staff.

Classification Levels	Salary Range
Level 8	96358 89081
Level 7	84174 78318
Level 6	74828 68583
Level 5	64424 59115
Level 4	55622 52128
Level 3	50900 47114
Level 2	45405 41598
Level 1	
Point 7	39723
Point 6	30934
Point 5	28417
Point 4	25617
Point 3	22520
Point 2	19715
Point 1	17281

Classification Levels	Salary Range		
Specified Callings			
5 th Year	53521	to	55622
4 th Year	52128	to	54174
3 rd Year	47114	to	48959
2 nd Year			43697
1 st Year			41598

WESTERN AUSTRALIAN MINT SECURITY OFFICERS AWARD 1988 NO. A 5 OF 1988

14. - WAGES AND ALLOWANCES

- (1) (a) The minimum and maximum of the wage range for qualified security officers shall be as follows, paid fortnightly:

		Per Week	Arbitrated Safety Net Adjustments	Per Week
		\$	\$	\$
Senior Security Officer	Min	438.80	144.00	582.80
	Max	454.70	144.00	598.70
Security Officer	Min	410.50	142.00	552.50
	Max	426.40	144.00	570.40

- (b) The actual wage of each officer referred to in paragraph (a) hereof shall be a sum determined by the Mint in relation to the officer's merit, diligence and good conduct, which shall first be reviewed six months after appointment as senior security officer or security officer as the case may be, and six-monthly thereafter. On review, an officer's wage may be increased by 10% or 20% of the difference between the relevant minimum and maximum rates prescribed in paragraph (a) hereof. An officer who, upon review, does not receive the maximum 20% increment may apply for a review after a further three months.

- (c) The rate of pay of an unqualified security officer shall be \$384.30 per week plus the \$123.00 arbitrated safety net adjustment, paid fortnightly inclusive of the arbitrated safety net adjustment.

- (d) The rate of pay of a Commissionaire shall be as follows, paid fortnightly:

	Per Week	Arbitrated Safety Net Adjustments	Per Week
	\$	\$	\$
1st year of employment	384.30	142.00	526.30
2nd year of employment	389.60	142.00	531.60
3rd year of employment	394.80	142.00	536.80

- (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) (a) An allowance for shift work of 15% of an officer's base rate of pay shall be paid fortnightly to officers in respect of work performed during the ordinary hours of weekday shifts as defined in subclauses (5) and (6) of Clause 5. - Definitions of this Award other than public holidays. The allowance is not payable during long service leave or periods of leave without pay of any kind.

- (b) An officer who, in accordance with the provisions of subclause (4) of Clause 7. - Hours, works an eleventh shift shall be paid the overtime rates prescribed in this Award for the whole of the shift.

- (3) (a) A senior security officer or security officer who has been trained to render first aid and who is a current holder of appropriate first aid qualifications, such as a Senior First Aid Certificate from the St John Ambulance Association, will be paid a first aid allowance of \$1.45 per shift with a maximum payment of \$7.10 per week.

- (b) The allowance is paid on a fortnightly basis and is payable only when the officer is at work.

- (4) (a) Where an officer is required to carry a firearm that officer shall be paid an allowance of \$1.57 per shift with a maximum payment of \$7.65 per week.

- (b) The allowance is payable on a fortnightly basis and is payable only when the officer is at work.

- (c) Where an officer is required to carry a firearm the Mint shall:

- (i) provide and maintain the firearm;
- (ii) pay the licensing fee;
- (iii) provide initial training with such time counted as time worked; and
- (iv) provide refresher courses at quarterly intervals, with such courses counted as time worked.

- (5) The allowances referred to in subclauses (3) and (4) of this clause shall not form part of the calculation of any other entitlement either under this Award or for the purpose of the calculation of the officer's base rate and are not payable during any period of leave.

**WESTERN AUSTRALIAN STATE PUBLIC HOSPITALS MEDICAL PRACTITIONERS' AWARD 1987
NO. A 19 OF 1986**

7. - SALARIES AND SALARY RANGES

(1) Salaries or salary ranges applicable to medical practitioners covered by this Award shall be:

(a) Full Time Medical Practitioners

(i)	Medical Specialists		\$ per annum	ASNA	TOTAL
	Specialists, Level 1	Point 1	68242	5426	73668
		Point 2	71345	5426	76771
		Point 3	74457	5426	79883
		Point 4	77582	5426	83008
		Point 5	81523	5426	86949
		Point 6	83646	5426	89072
	Senior Specialists, Level 2	Point 1	85769	5426	91195
		Point 2	90400	5426	95826
(ii)	General Practitioners	Point 1	68242	5426	73668
		Point 2	71345	5426	76771
		Point 3	74457	5426	79883

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.

In Assistant Medical Superintendent shall be appointed within the Specialist, Level 1 range provided that an Assistant Medical Superintendent who does not possess a recognised qualification of a University or College shall not progress beyond Point 3 in that range.

A Deputy Medical Superintendent shall be appointed within the Specialist, Level 1 and Senior Specialist, Level 2 ranges at not less than Specialist, Level 1, Point 5, provided that a Deputy Medical Superintendent who does not possess a recognised higher qualification of a University or College shall not progress beyond Specialist, Level 1, Point 6.

(b) Sessional Appointees

(i)	Medical Specialists		\$ per session
	Specialist, Level 1	Point 1	186.44
		Point 2	194.24
		Point 3	198.99
		Point 4	209.79
		Point 5	219.65
		Point 6	224.97
	Senior Specialist, Level 2	Point 1	230.27
		Point 2	241.84
(ii)	General Practitioners	Point 1	186.44
		Point 2	194.24
		Point 3	201.99

(2) A Medical Practitioner, other than a Radiologist who is remunerated in accordance with Clause 16(10)(h) who is required to perform administrative duties appropriate to a Head of Department in a hospital, shall be paid an allowance calculated in accordance with the following formula:

No. of Staff Under Direct Supervision and control	\$ per annum
0 - 4	nil
5 - 9	1155
10 - 20	2310
Over 20	3466

(3) The rates expressed in this Clause shall be varied to the extent necessary to give effect to any decision of the Western Australian Industrial Relations Commission in a State Wage Case made during the currency of the Award and expressed to be on general economic grounds and which has general application.

(4) It is a term of this Award that the Association undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 704 of 1991 not to pursue any extra claims, award or over award except when consistent with the State Wage principles.

THE WESTERN AUSTRALIA SURVEYING (PRIVATE PRACTICE) INDUSTRY AWARD, 2003 NO. A 2 OF 1988**5.1 - SALARIES**

The rates of pay in this Award include Arbitrated Safety Net adjustments available since December 1993 under the Arbitrated Safety Net Adjustment Principle and includes the 2004 Safety Net Wage Case Increase of 4 June 2004.

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	Classification title	Minimum Salaries - \$			Skill relativity to level 10 after full minimum rate\ broadbanding adjustments
		Hourly	Weekly	Annual	
Level 1 5.1.1(a)	Manager/ Professional -Business/ Specialist	26.69	1014.10	52738.50	210
Level 2 5.1.1(b)	Manager/ Professional - Project/ Specialist	23.39	889.00	46233.50	180
Level 3 5.1.1(c)	Experienced Professional Surveyor including Licensed Surveyor/ Engineer	21.20	805.50	41891.50	160
Level 4 5.1.1(d)	Experienced Surveyor/Town Planner	20.18	767.00	39889.83	150
Level 5 5.1.1(e)	Technician V / Survey Party Leader	19.66	746.90	38844.83	145
Level 6 5.1.1(f)	Technician IV / Survey Party Leader	18.56	705.19	36675.83	135
Level 7 5.1.1(g)	Technician III / Survey Technician, Senior (part- time party leader) Graduate Professional Engineer/ Surveyor/Town Planner - 4 year	18.01	684.40	35594.83	130
Level 8 5.1.1(h)	Technician II / Survey Technician, Graduate Surveyor - under Articles/Town Planner – 3 year	17.46	663.50	34507.83	125
Level 9 5.1.1(i)	Technician I / Trainee Technician, Survey	15.87	602.90	31356.83	110
Level 10 5.1.1(j)	Technical Assistant Survey	14.78	561.50	29203.83	100
Level 11 5.1.1(k)	Trainee Assistant Survey	13.62	517.50	26915.83	90
Level 12 5.1.1(l)	Unskilled	12.74	484.10	25178.83	82
Entry level 5.1.1(m)	For entry level for employees who possess relevant technical/professional qualifications see clause 5.1.2				
5.1.1(n)	The skill relativities to level 10 set out in the above table apply subject to any future award or safety net increases by the Commission. Any such safety net increases will not vary the percentages set out above as being the indicative wage relativities of classifications under this award.				

5.1.3 - SALARIES CLERICAL EMPLOYEES**5.1.3 (a) Adult**

Grade	Weekly Rate \$
1	489.60
2	510.50
3	544.20

Provided that:

- (a) No employee employed as at the commencement of this award is to receive less pay as a result of regrading under this award. In the event that such regrading results in a lower grading, the present salary is to be maintained until overtaken by award increases.
- (b) Overaward payments may be absorbed into any increase arising under this award.

WINERIES AWARD 1969 NO. 31 OF 1969

7. - WAGES

The minimum rates of wages payable to employees are prescribed as

(1)	Adult (Total Wage per Week)	\$	ASNA	TOTAL
(a)	Head Cellarperson or Head Storeperson having charge of more than four employees	337.30	104.00	441.30
(b)	Head Cellarperson or Head Storeperson having charge of four or less employees	333.40	104.00	437.40
(c)	Leading Hand in any department exercising supervision over the work of any other employee or employees	327.50	104.00	431.50
(d)	Driver of fork lift with lifting capacity of -			
	(i) Up to and including 5000 kilos	331.10	104.00	435.10
	(ii) Over 5000 kilos	339.20	104.00	443.20
(e)	All others	317.80	104.00	421.80

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 (Percentage of Adult "All others" 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
At 20 years of age	Adult Rate

- (3) Casual Employees

- (a) Casual employees shall be paid 20% in addition to the rates prescribed for weekly employment.
- (b) A casual employee is a person who is engaged and paid as such.
- (c) Provided that this shall not apply to an employee who severs his/her contract of service or who is dismissed for misconduct.

- (4) Employees engaged in burning and/or waxing closed vats shall be paid 37.5 cents per hour in addition to the abovementioned rates.

- (5) Minimum Wage:

Minimum Wage - Adult Males and Females:

- (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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f)
 - (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) **Adult Apprentices**
 - (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
 - (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
 - (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
 - (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

WIRE MANUFACTURING (AUSTRALIAN WIRE INDUSTRIES PTY. LTD.) AWARD NO. 24 OF 1970

25. - WAGES

- (1) (a) The rates of pay prescribed in paragraph (b) of this subclause shall operate on and from the 4 June 2004.
- (b) Classifications -

Non-Trades	Base Rate	ASNA	Total Rate
	\$	\$	\$
Learner	314.60	142.00	456.60
Wire Employee Grade 1	325.00	142.00	467.00
Wire Employee Grade 2	346.80	142.00	488.80
Wire Employee Grade 3	368.00	142.00	510.00
Wire Employee Grade 4	385.50	142.00	527.50
Wire Employee Grade 5	404.90	142.00	546.90
Trades			
Tradesperson Grade 1	365.20	142.00	507.20
Tradesperson Grade 2	374.10	142.00	516.10
Tradesperson Grade 3	398.70	142.00	540.70
Tradesperson Grade 4	424.40	144.00	568.40

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.

- (c) The parties agree that wage increases arising from broadbanding and adjustment of minimum rates are subject to absorption into existing overaward payments.
- (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 agree that no employee shall lose income as a result of reclassification and implementation of new classification structures.
- (2) **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 apprentice the employer shall pay a tool allowance of -
 - (i) **\$11.90** per week to such tradesperson or
 - (ii) in the case of an apprentice a percentage of \$11.90, being the percentage which appears against the apprentice's 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 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 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 employee's negligence.
- (3) Junior Employees - (Percentage of weekly wage prescribed for the classification "Learner")
- | | % | Rate Per Week
\$ | ASNA | TOTAL |
|-------------------------|------|---------------------|--------|--------|
| Under 16 years of age | 40 | 172.56 | 56.80 | 229.36 |
| Between 16 and 17 years | 50 | 215.70 | 71.00 | 286.70 |
| Between 17 and 18 years | 60 | 258.84 | 85.20 | 344.04 |
| Between 18 and 19 years | 70 | 301.98 | 99.40 | 401.38 |
| Between 19 and 20 years | 80 | 345.12 | 113.60 | 458.72 |
| Between 20 and 21 years | 94.1 | 405.95 | 133.63 | 539.58 |
- (4) Apprentices - (Wage per week expressed as a percentage of the rate for "Tradesperson Grade 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 |
- (5) 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.

- (i) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
 - (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
 - (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
 - (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.
- (6) Structural Efficiency
- (a) Arising out of the decision of the State Wage Case of 8 September 1989 and in consideration of the wage increases resulting from structural efficiency adjustments employees are to perform a wider range of duties which are incidental or peripheral to their main tasks or functions. This is to continue as one of the fundamental objectives of structural efficiency i.e. to require employees to perform a wider range of duties than those that previously applied.
 - (b) The parties to this Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the metal/wire manufacturing industry and to enhance the career opportunities and job security of employees in the industry.
 - (c) Measures raised by the employer, employees or union for consideration consistent with the objectives of paragraph (b) hereof shall be processed through the existing consultative mechanism and procedures.
 - (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation and review of a new classification structure, the facilitative provisions contained in this Award and, subject to Clause 29. - 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 workplace 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 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.

WOOL SCOURING AND FELLMONGERY INDUSTRY AWARD NO. 32 OF 1959

22. - WAGES

- (1) (a) 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 \$
Shift Foreman, in charge of wool scouring machine	380.00	142.00	522.00
Leading Hand in charge of presses	360.50	142.00	502.50
Grease Separator Operator	360.50	142.00	502.50
Centre Hand	360.50	142.00	502.50
General Hand	357.20	142.00	499.20
Picking over scoured wool and sewing blades	337.30	142.00	479.30

- (b) Junior Employees shall be paid the following percentage of the rate of pay 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	80
18 to 19 years of age	90
19 years of age and over	Adult Rates

- (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.

WOOL, HIDE AND SKIN STORE EMPLOYEES' AWARD NO. 8 OF 1966

13. - WAGES AND CLASSIFICATION STRUCTURE

- (1) Classification Structure

STOREWORKER LEVEL 1

Relativity: 90%

Pre-requisites:

- * Basic interpersonal and communication skills.
- * Basic literacy and numeracy skills.

Skills/Duties:

- * Familiar with company policies and procedures.
- * Responsible for quality of his/her own work subject to detailed direction.
- * Obtain knowledge and apply appropriate manual handling skills.
- * Able to work in a team environment and/or under routine supervision.
- * Able to exercise discretion within the limits of skills and/or training.
- * Able to undertake duties in a safe and responsible manner.

The following tasks are indicative of the tasks which an employee at this level may be required to perform.

1. Core sampling (non-mechanical).
2. Feeding wool into blending machines.
3. Head marking or branding of head bale at receipt or weighing.
4. Inserting lot plates or dividers.
5. Lobbing.
6. Opening or closing bales (including fudging and boodling).
7. Pushing into or taking from elevators or drops.
8. Sewing.
9. Wheeling baskets.
10. Hand trucking.
11. Use of non-licensed material handling equipment.
12. Operate wool blending machine.
13. Responsible for housekeeping in own work environment.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 2

Relativity: 92.4%

Pre-requisites:

- * Storeworker Level 1 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 1 the following skills/duties are required:

- * Able to work in a team environment under limited supervision.
- * Responsible for quality of his/her own work.
- * Appropriate licence to operate required materials handling equipment, (other than crane or fork-lift rated in excess of 20000kg), (as required).

The following tasks are indicative of the tasks which an employee at this level may be required to perform.

1. Breaking out of specified bales for shipping, showing, pooling or blending.
2. Breaking out for rail trucks (including the use of mechanical aids).
3. Breaking down stacks of wool.
4. Port marking and branding of wool for shipping.

5. Operating and in charge of semi-automatic dump press.
6. Operating of all appropriate materials handling equipment (other than crane or fork-lift rated in excess of 20000kg), not requiring ancillary or incidental clerical functions.
7. Sheetman or fossicker.
8. Wool pressing.
9. Weight adjusting.
10. Handling or hanging or drying green skins (including trottering of sheepskins).

Handling hides including staking and unstacking operator and in charge of skin press.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 3

Relativity: 94.5%

Pre-requisites:

- * Storeworker Level 2 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 1 the following skills/duties are required:

- * Understands and is responsible for quality control standards.
- * Advanced level of interpersonal and communication skills.
- * Keyboard skills.
- * Able to perform work required with minimal supervision.
- * Able to operate computerised inventory equipment (as required).

Indicative of the tasks which an employee at this level may perform are the following.

1. Sworn weigher or employee (including fork-lift driver) recording or carrying out clerical functions in receiving, weighing and delivering or shipping of bales including notifying locations of bales by radio or other electronic means.
2. In charge of an out-store.
3. Operation of semi-automatic core line.
4. Responsible for the actual packing of containers with dumped bales.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 4

Relativity: 97%

Pre-requisites:

- * Storeworker Level 3 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 4 the following skills/duties are required:

- * Appropriate licence to operate required materials handling equipment and/or container handling equipment and/or crane, with capacity rated greater than 20000kg (as required).
- * Knowledge of operation of fully automated core line operation.
- * Able to operate computerised wool handling equipment (as required).

Indicative of the tasks which an employee at this level may perform are the following:

1. Operator in charge of a fully automated core line operation.
2. Operator in charge of a fully automatic Dump Press (i.e. TriPak).
3. Operator of container handling equipment rated greater than 20000kg.
4. Employee charged by employer with the responsibility of supervising and directing not more than 10 employees (not being a number of employees working as a team).
5. Classing skins, furs or hides.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 5 - WOOL CLASSER

Relativity: 100%

Pre-requisites:

- * Storeworker Level 4 or equivalent.
- * Appropriate Certification.

Skills/Duties:

In addition to the skills/duties required of a Storeworker Level 4 the following skills/duties are required:

- * Able to sort all types of wool to desired graded lines.
- * Able to allocate bin types and calculate bin weights and percentages.
- * Responsible for sorting wool to Industry Quality Control Standards.
- * Understanding of operation of a Wool Re-handling Department.

Indicative of the tasks which an employee at this level may perform are the following:

1. Classing or sorting wool with or without mechanical aids.
2. Undertake appropriate recording functions.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 6 - OVERLOOKER

Relativity: 105%

Pre-requisites:

- * Wool Classer or equivalent.

Skills/Duties:

In addition to the skills/duties required of Wool Classer the following skills/duties are required:

- * Proven ability to train and supervise.
- * Competent to train wool classers.
- * Proficient in the accurate allocation of types and component percentages and weights of all wool bales.
- * Must ensure quality control standards are met by all wool re-handling personnel.
- * Must ensure the efficient operation of a wool re-handling department.

Indicative of the tasks which an employee at this level may perform are the following:

Control and co-ordinate all relevant functions of a wool re-handling operation.

(2) Deleted

(3) Deleted

(4) Total Wage Rates (Adults)

The total wage rate per week for adult employees performing the work described by the classifications detailed in subclause (1) of this clause shall be as detailed in column 5 of the table below. The rates of pay in this subclause take effect on and from the 4 June 2004.

Column 1 CLASSIFICATION	Column 2 BASE RATE	Column 3 SUPPLEMENTA RY PAYMENT	Column 4 ARBITRATED SAFETY NET ADJUSTMENTS	Column 5 TOTAL RATE
Storeworker Level 1	328.70	46.80	142.00	517.50
Storeworker Level 2	337.50	48.00	142.00	527.50
Storeworker Level 3	345.10	49.10	142.00	536.20
Storeworker Level 4	354.30	50.40	142.00	546.70
Storeworker Level 5 – Wool Classer	365.20	52.00	144.00	561.20
Storeworker Level 6 - Overlooker	383.50	54.60	144.00	582.10

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.

(5) Transitional Provisions

- (a) The provisions of subclauses (1), (2), (3) and (4) of this clause shall be trialled for a period of 12 months from the date of operation in order to assess the suitability of such a classification structure.
- (b) Any dispute arising from the introduction of the provisions of subclauses (1), (2), (3) and (4) of this clause shall be discussed between the employee, employer and failing agreement, with a duly accredited union official. If the matter is not resolved at the workplace it shall be referred to the Western Australian Industrial Relations Commission.
- (c) The following translation table shall be used to determine an employee classification as at the date of the introduction of this variation.

GRADING UNDER OLD CLASSIFICATION
STRUCTURE

GRADING UNDER NEW CLASSIFICATION
STRUCTURE

(See exceptions below)

Storeman Grade (a)	Storeworker Level 1
Storeman Grade (b)	Storeworker Level 2
Storeman Grade (c)	Storeworker Level 2
Storeman Grade (d)	Storeworker Level 3
Storeman Grade (e)	Storeworker Level 3
Storeman Grade (f)	Storeworker Level 4
Wool Classer (g)	Storeworker Level 5 - Wool Classer
Overlooker - 2-5 employees (h)	Storeworker Level 6 - Overlooker
Overlooker - 6+ employees (h)	Storeworker Level 6 - Overlooker

Exceptions

1. Weighing Adjusting which under the old classification structure was Grade (a) translates to Level 2 under the new structure.
2. Operator in charge of a fully automatic dump press (i.e. TriPak) which under the old classification structure was Grade (b) translates to Level 4 under the new classification structure.
3. Employee in charge of out store which under the old classification structure was Grade (e) translates to Level 4 under the new classification structure.

- (d) The rates described herein include the 1st Minimum Rate Adjustment.
- (e) It is agreed that the total amount of the supplementary payment described in subclause (3) of this clause shall be absorbed from any component of the weekly wage in excess of the base rate described in subclause (2) of this clause.
- (f) It is agreed that no employee shall suffer a reduction in actual weekly total wage rates as a consequence of the introduction of the new classification structure.
- (g) It is agreed that the parties shall aim to complete the Minimum Rates Adjustment process no later than 1 November 1993.
- (h) It is agreed that each employer shall provide each employee, within three (3) months of the date of operation of this order, advice concerning that employee's new classification as described by subclause (1) of this clause.

- (6) An allowance of five percent on so much of his/her average earnings per week exclusive of overtime as does not exceed the amount fixed from time to time for workers covered by the provisions of paragraph (a) of subclause (2) and paragraph (a) of subclause (3) of this clause shall be paid to a weekly worker if he/she is employed in a wool store for any period of less than six successive calendar months unless such employment has been terminated voluntarily or on account of malingering, inefficiency, neglect of duty or misconduct.

Provided that in the event of any such worker being dismissed (except for malingering, inefficiency, neglect of duty or misconduct) within fourteen days prior to Christmas Day, he shall receive not less than one half week's wages by way of such allowance. That is to say, if the five percent allowance on wages earned up to the time of dismissal is not equal to one half week's wages, then the half week's wage shall be paid, but if the five percent allowance on wages earned up to the time of dismissal is in excess of one half week's wages, then the said five percent allowance shall be paid but not the half week's wages.

- (7) Seventy four cents per hour in addition to the above rates shall be paid to any worker who actually handles "dead" wool.
- (8) If a worker is required by his/her employer to act as a first aid attendant in any store, for so acting he shall be paid in addition to his/her ordinary rate of pay the sum of \$1.66 cents per day.
- (9) (a) The weekly wage rates for junior employees shall be calculated by multiplying the relevant percentage determined by the employee's age as detailed below and the total rate of pay for the classification of Storeworker Level 1 as provided for in subclause 4 of this clause.

Age	Percentage
At 17 years of age or under	70
At 18 years of age	80
At 19 years of age	90
At 20 years of age	100

The total wage shall be calculated to the nearest 10 cents, with any amount of five cents or greater rounded up, any amount less than 5 cents being disregarded.

- (b) The provisions of subclause (5) of this clause mutatis mutandis (the necessary changes being made) shall apply to Junior Employees.
- (10) Casual Employees: Casual employees shall be paid at the rate of twenty percent in addition to the rates prescribed by this award for the appropriate classification.

WUNDOWIE FOUNDRY AWARD 1986 NO. A 8 OF 1986

23. - WAGES

- (1) (a) An employee other than an apprentice shall be paid the rate per week assigned to his/her class of work.

Classification	Group	Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
C9	B	380.10	58.00	144.00	582.10
C10	D	365.20	52.00	144.00	561.20
C11	E	345.70	39.80	142.00	527.50
C12	H	327.20	36.60	142.00	505.80
C13	L	311.70	30.30	142.00	484.00
C14	N	291.60	33.80	142.00	467.40

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.

Any tradesman 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.

- (2) Leading Hand Allowances:

An employee placed in charge of three or more other employees, or otherwise classified by the employer as a leading hand, shall be paid the additional margin set out hereunder:

	\$
(a) If placed in charge of not less than three and not more than ten other employees	21.00
(b) If placed in charge of more than ten and not more than twenty other employees	32.20
(c) If placed in charge of more than twenty other employees	42.90

- (3) 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 their work as a tradesperson or as an apprentice the employer shall pay a tool allowance of -

- (i) \$12.00 per week to such tradesperson, or
- (ii) In the case of an apprentice a percentage of \$12.00 being the percentage which appears against their 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 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 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 negligence.

- (e) Any employee in receipt of a tool allowance in accordance with this clause shall maintain an adequate tool kit located at the place of work to enable work to be carried out safely and efficiently. Such tool kit shall, at all times, contain the tools agreed by the Company and the union as the minimum for the respective occupation.

- (4) Casual Employees:

An employee who is engaged to work less than five consecutive days shall be paid 20% of the ordinary rate in addition to the ordinary rate for his/her class of work.

- (5) Apprentices:

- (a) The rate per week shall be the percentage shown of the tradesperson's moulder rate -

Five Year Term	Percentage
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

	Percentage
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 purpose of this subclause "tradesperson's rate" means the rate per week of the classification C10 contained in paragraph (a) of subclause (1) of this clause.

(6) 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 \$467.40 per week payable on and from 4th June 2004.
- (c) The Minimum Adult Award Wage of \$467.40 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 casuals, part time employees or pieceworkers or employees who are remunerated wholly on the basis of payment by result 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 in this award to the Minimum Adult Award Wage of \$467.40 per week.
- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System 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 any period of paid leave and for all purposes of this award.
- (h) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2004 State Wage Case Decision. Any increase arising from the insertion of the minimum adult award 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 minimum adult award wage.
- (i) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or over, shall not be paid less than \$406.70 per week.
- (ii) The rate paid at paragraph (i) above is payable on superannuation and during any period of paid leave prescribed by this Award.
- (iii) Where in this award an additional rate is expressed 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 actual year of the apprenticeship.
- (iv) Nothing in this sub-clause shall operate to reduce the rate of pay fixed by this Award for an adult apprentice in force immediately prior to 5th June 2003.

(7) 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 structural efficiency adjustments, 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 metal and engineering industry and to enhance the career opportunities and job security of employees in the industry.
- (c) At the enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of Wundowie Foundry. Measures raised by the employer, employees or union for consideration consistent with the objective of subclause (a) hereof shall be processed through that consultative mechanism.

- (d) Measures raised for consideration consistent with subclause (b) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this award and, subject to Clause 29. - Training of this award, matters concerning training and, subject to paragraph (d) hereof, any other measures consistent with the objective of paragraph (a) of this subclause.
- (e) Without limiting the rights of either the 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; and
 - (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) **Transition/Implementation Period and Arrangements**
An agreed new wage and classification structure forms Appendix Two - New Classification Structure and Definitions of this award.
- (i) **Duration**
It is agreed between the parties that a transition/implementation period shall operate from the first pay period to commence on or after 23 July 1991 until the first pay period beginning on or after 23 December 1991.
 - (ii) **Objectives**
The objective of this transition/implementation period is -
 - (aa) to enable all parties to the award to familiarise themselves with the new wage classification and definition structure; and
 - (bb) for each plant or establishment to apply (subject to the transitional arrangements below) the new wage, classification and definition structure set out in Appendix One - Memorandum of Understanding of this award in place of existing arrangements as defined in Clause 5. - Definitions and subclause (1) of Clause 23. - Wages of this award.
 - (iii) **Transitional Arrangements**
In order to assist an orderly transition, the following arrangements shall apply -
 - (aa) From the first pay period commencing on or after 23 July 1991 an employee's new wage group shall be determined in accordance with subclause (1) of Clause 23. - Wages of this award.
 - (bb) Transfer to the new classification structure and definitions shall be subject to the availability of the Implementation Manual. In the interim the existing definitions in Clause 5. - Definitions of this award will apply.
 - (cc) The parties shall undertake appropriate consultation in accordance with paragraph (b) of this subclause.
 - (dd) Upon transition to the new classification structure employees, subject to placitum (cc) hereof will perform work in accordance with the new classification and definition as set out in Appendix Two - New Classification Structure and Definitions of this award, in lieu of definitions currently set out in Clause 5. - Definitions of this award.
 - (ee) Any disputes in relation to the transition/implementation of the new wage, classification and definition structure shall be referred in the normal manner for determination by the Western Australian Industrial Relations Commission.
 - (ff) The parties shall re-affirm that wage increases arising from broad-banding and adjustment of minimum rates are subject to absorption into existing over-award payments.
 - (iv) **Reclassification will be according to the following principles -**
 - (aa) Employees will transfer to the new classification structure without loss of pay in accordance with a schedule agreed between the parties which will "line-up" the old classification with the new levels.
 - (bb) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.
 - (cc) 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 other ground the following principles apply -
The parties agree that the existing award disputes avoidance procedure shall be followed.
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 the new classification structure before any claims for reclassification are processed and shall be incorporated in the Implementation Manual as they become available.

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 recognised by the National Training Board - eg. T.A.F.E.

- (v) Review
- (aa) Prior to the expiration of the six month period, the parties will consult and make any changes to the classification structure as agreed are appropriate.
- (bb) At the expiration of the six month period, employers will be required to have completed the transitional phase.
- (cc) The parties are committed to modernising the terms of the award and to addressing the issues associated with training with a view to finalising these matters by 1 December 1991 and 1 January 1992 respectively.
- (dd) The parties are also committed to finalising the Implementation Manual.

ZOOLOGICAL GARDENS EMPLOYEES AWARD 1969 NO. 29 OF 1969

10. - WAGES

- (1) (a) The minimum total rate of wage payable under this award shall be as follows

	Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Total Rate \$
KEEPER			
Year One	400.00	142.00	542.00
Year Two	410.00	142.00	552.00
Year Three	420.00	144.00	564.00
SPECIALIST KEEPER - GRADE I			
Year One	432.70	144.00	576.70
Year Two	444.40	144.00	588.40
Year Three	456.30	144.00	600.30
Year Four	468.20	142.00	610.20
SPECIALIST KEEPER - GRADE II			
Year One	480.10	142.00	622.10
Year Two	492.00	142.00	634.00
Year Three	503.90	142.00	645.90
Year Four	516.00	142.00	658.00
SENIOR SPECIALIST KEEPER			
Year One	536.30	142.00	678.30
Year Two	551.10	142.00	693.10
Year Three	566.90	142.00	708.90

- (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.
