

**CONSERVATION AND LAND MANAGEMENT
OFFICE/CLERICAL TRAINEES
AGREEMENT NO. 1**

No. PSA AG 3 of 1986

CONSERVATION AND LAND MANAGEMENT OFFICE/CLERICAL
INDUSTRIAL AGREEMENT NO. 1

This Agreement, made pursuant to the provisions of the Industrial Relations Act 1979-1984 of Western Australia, this 30th day of July 1986 between the Civil Service Association of Western Australian Incorporated, and the Executive Director of the Department of Conservation and Land Management, witnesseth that the parties hereto mutually covenant and agree the one with the other as follows:-

1. Title

This Agreement shall be known as the Conservation and Land Management Office/Clerical Trainees Agreement No. 1.

2. Arrangement

1. Title
2. Arrangement
3. Scope
4. Conditions of Service
5. Rates of Pay
6. Hours of Attendance
7. Contract of Training
8. Copies of Agreement
9. Term of Agreement

3. Scope

- 3.1 This Agreement shall apply to any person undertaking office/clerical traineeship as part of the Australian Traineeship System at the Department of Conservation and Land Management.
- 3.2 A "Traineeship" is a system of training under the Australian Traineeship system, in the knowledge and skills required in industry or commerce, comprising structured on the job training with an employer combined with a period of broad based training off the job in a technical college or other training institution and for the purposes of Western Australia, approved under the Western Australian Industrial Training Act.

4. Conditions of Service

Trainees will be entitled to four week's annual leave payable at the Traineeship rate plus 17 1/2% loading at the completion of the Traineeship. For all other purposes trainees covered by the provisions of this Agreement shall be entitled mutatis mutandis to the same conditions as temporary officers employed under the provisions of the Forest Act Field Staff Agreement No. 25 of 1983.

5. Rates of Pay

- 5.1 Rates of pay shall be determined by age and as from January 13, 1986 shall be:-
 - 16 year old \$ 99 per week
 - 17 year old \$132.86 per week
 - 18 year old \$154.95 per week
 - 19 year old \$179.35 per week

5.2 Rates effective from the first pay period on or after July 1, 1986.

16 years old \$101.28
17 years old \$135.92
18 years old \$158.51
19 years old \$183.48

5.3 Where a trainee has a birthday during the traineeship period an increment to the appropriate rate, to a maximum of the 19 year old rate, shall apply.

6. Hours of Attendance

Trainees shall observe the hours of attendance maintained at the workplace where training is being conducted.

7. Training Agreement

(i) Trainees shall enter into a contract of training with the Executive Director, CALM. On completion of the traineeship the State Training Authority will provide each successful trainee with a Certificate, under the Industrial Training Act.

(ii) A Traineeship may be cancelled:-

(a) by mutual consent

(b) by either the employee or trainee giving one week's notice on either side, or by payment or forfeiture as the case may be, of a week's wages in lieu of notice. This does not affect the right to dismiss for misconduct and in such case wages shall be paid up to the time of dismissal only.

8. Copies of Agreement

Every trainee shall be entitled to have access to a copy of this Agreement.

9. Term of Agreement

This Agreement shall operate as from and including the 13th day of January 1986 and shall remain in force for a period of 12 months, provided that either of the parties may negotiate with the other party to amend or add to this Agreement.

THE COMMON SEAL OF THE CIVIL
SERVICE ASSOCIATION OF
WESTERN AUSTRALIA INCORPORATED
WAS HEREUNTO AFFIXED IN THE
PRESENCE OF

O.S. Middleton
TRUSTEE

L.S.

R.A. McDonald
TRUSTEE

Mark Smith
GENERAL SECRETARY

SIGNED FOR AND ON BEHALF OF THE
EXECUTIVE DIRECTOR OF THE
DEPARTMENT OF CONSERVATION AND
LAND MANAGEMENT

L.S.

Syd Shea

VARIATION RECORD**CONSERVATION AND LAND MANAGEMENT OFFICE/CLERICAL TRAINEES
AGREEMENT****PSA AG 3 OF 1986.**

Delivered 24/12/86 at 67 WAIG 233
Consolidated at

CLAUSE NO.	EXTENT OF VARIATION	ORDER NO.	OPERATIVE DATE	GAZETTE REFERENCE
1. Title	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233
(1A. State Wage Principles)	Ins. Cl.	1752/91	31/01/92	72 WAIG 191
	Del. 1A	1457/93	24/12/93	74 WAIG 198
2. Arrangement	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233
	Ins. 1A.	1752/91	31/01/92	72 WAIG 191
	Del. 1A	1457/93	24/12/93	74 WAIG 198
3. Scope	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233
4. Conditions of Service	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233
5. Rates of Pay	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233
6. Hours of Attendance	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233
7. Contract of Training	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233
8. Copies of Agreement	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233
9. Term of Agreement	Delivered	PSA AG 3/86	13/01/86	67 WAIG 233