

Ambulance Service Employees' Award, 1969

1. - TITLE

This award shall be known as the Ambulance Service Employees' Award, 1969 as amended and consolidated.

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers 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.
- (5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs 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, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent

awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) 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 apprenticeship.

2. - ARRANGEMENT

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3. - SCOPE

This award shall apply to officers in the callings mentioned herein who are employed on a casual or permanent basis for the purpose of operating ambulance services. Provided that it shall not apply to any volunteer.

4. - TERM

The term of this award shall be for a period of two years from the beginning of the first pay period commencing after the date hereof. (NOTE: The date of this award is 13th March, 1969).

5. - CONTRACT OF SERVICE

- (1) The contract of service shall be weekly and shall be terminable by one week's notice, or by the payment or forfeiture of one week's pay in lieu of such notice, on either side.
- (2) The provisions of subclause (1) of this clause do not affect the employer's right to dismiss for misconduct and an officer so dismissed shall be entitled to wages up to the time of dismissal only.
- (3) The employer shall forward to each new officer a letter of appointment, setting out the terms and conditions of employment together with a copy of this award.

6. - ACTING APPOINTMENTS AND RELIEVING

- (1) An Officer may be appointed in an acting capacity to fill a vacant appointment for a period not exceeding eighteen months. This provision will include secondments to A.O.T.C. which will be classified and paid at the Station Officer Grade II rate of pay.
- (2) An officer may be appointed to relieve another officer in a higher classification when such officer is absent on leave, illness or other temporary absence.
- (3) An officer who is appointed to assume acting or relieving duties of a higher classification shall be paid at the rate applying to the officer so relieved.
- (4) Where annual leave, accrued days off or sick leave falls due within or immediately following the period of relief duty, the higher rate of pay shall be extended to annual leave, accrued days off and/or sick leave.
- (5) An officer shall not suffer any reduction of pay caused by the relief of another officer.
- (6) Applications will be called for all appointments or acting positions of eight weeks or more within the service. All acting appointments, will be based entirely on suitability and at the sole discretion of the employer.

7. - HOURS OF DUTY

- (1) (a) (i) The ordinary hours of work shall be 38 per week to be worked in a system of shifts comprising of two consecutive day shifts, two consecutive night shifts followed by four days off.
- (ii) The shifts shall be worked by four sections known as the "Red", "Blue", "Green" and "Black" shifts.
- (iii) The daily hours of work shall be ten on day shift and 14 on night shift.
- (iv) In addition to the ordinary hours prescribed herein each officer shall be required to work an average of two hours' overtime per week in each eight week cycle of shifts.

Each Officer shall also be required to work a further two hours average per week in each eight week cycle of shifts, which shall accrue to a total of 12 days in every 12 months. Ten of those days will be taken as whole days off duty in conjunction with a period of annual leave in accordance with the agreed Annual Leave Roster. The remaining two days shall be paid for as a loading, at the time the other ten accrued days are rostered as days off duty. Payment shall be at the rate of 20 percent of the average weekly pay for each of these two days.

- (b) In the case of Officers engaged for day work only, the ordinary hours of duty shall be 38 per week with the actual hours worked being 40, to be worked in five shifts of eight hours each, Monday to Friday inclusive, with two hours per week accruing, to be taken as whole days off duty in accordance with the agreed Accrued Days Off Roster for day workers.

In the case of Officers in their initial 20 weeks' induction training, the ordinary hours of duty shall be 38 per week, with the actual hours worked being 40, to be worked in five shifts of eight hours each, with two hours per week accruing, to be taken as whole days off duty in accordance with the agreed Annual Leave Roster referred to in sub-paragraph (iv) of paragraph (a) of this subclause. Where an Officer in the induction training is required to work a shift other than day shift, Monday to Friday, the appropriate shift and/or weekend penalty rate as prescribed in paragraphs (a) and (b) of subclause (1) of Clause 33. - Appendix of this award, shall apply.

- (2) The hours of duty shall only be varied by agreement in writing between the officer, the employer and the union.
- (3) Notwithstanding the provisions of subclause (1)(b) of this clause, officers engaged as Ambulance Officers Grade 1 (Transport), shall be employed on day work Monday to Friday for 38 ordinary hours per week.

8. - OVERTIME

- (1) Except as otherwise provided herein any work done outside the ordinary hours prescribed in clause 7. - Hours of Duty shall be deemed overtime and shall be paid for at the rate of double time.
- (2) In the calculation of overtime each day shall stand alone.
- (3) (a) Subject to the provisions of this clause an Officer who is required to continue working after the usual ceasing time for more than one hour shall be supplied with a meal by his employer or be paid \$8.95 for a meal.
- (b) Where the amount of overtime worked necessitates more than one meal, the employer shall supply such additional meal or pay to the Officer \$8.95 for each such additional meal. The Officer shall be entitled to the additional meal or meal allowance after each four hours.

- (c) For the purpose of paragraphs (a) and (b) of this subclause, the continuity of work shall not be deemed to have been interrupted by any meal break allowed.
- (4) The provisions of subclause (3) of this clause shall not apply in respect of any period of overtime for which the officer has been notified on the previous day or earlier that he will be required.
- (5) The provisions of subclause (4) of this clause shall not apply to any officer required to travel or transport vehicles from a country area to the metropolitan area or metropolitan area to a country area or from one country town to another.
- (6) Where an officer to whom subclause (4) of this clause applies has, as a consequence of the notification referred to in that subclause, provided himself with a meal or meals and is not required to work overtime or is required to work less overtime than notified, he shall be paid for each meal provided and not required, the appropriate amount prescribed above.
- (7) An officer recalled for duty outside his normal rostered hours shall be paid at overtime rates for a minimum of three hours.
- (8) Rest Period after Overtime
 - (a) When overtime is necessary it shall wherever reasonably practical be so arranged that Officers have at least eight consecutive hours off duty between the work of successive days.
 - (b) An Officer (other than a casual officer) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not had at least eight consecutive hours off duty between those times shall, subject to this subclause, be released after the completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If, on the instruction of the employer, such Officer resumes or continues work without having such eight consecutive hours off duty, he shall be paid at double rates until he is released from duty for such period, and he shall be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Provided that the provision of this subclause shall not apply to Officers working overtime pursuant to an On-Call roster as prescribed in Clause 29 - On Call Allowance, of this Award.

9. - RATES OF PAY

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

| (1) | (a) | Ambulance Officer Grade I (Transport) | \$ | ASNA | TOTAL |
|-----|-----|--|--------|--------|--------|
| | | 1st year | 426.90 | 434.90 | 861.80 |
| | | 2nd year | 432.00 | 435.30 | 867.30 |
| | | 3rd year and thereafter | 436.50 | 435.80 | 872.30 |
| | (b) | Ambulance Officer Grade I | | | |
| | | 1st year | 426.90 | 434.90 | 861.80 |
| | | 2nd year | 432.00 | 435.30 | 867.30 |
| | | 3rd year and thereafter | 436.50 | 435.80 | 872.30 |
| | (c) | Ambulance Officer Grade II | | | |
| | | 1st year | 464.10 | 436.70 | 900.80 |
| | | 2nd year | 469.10 | 437.20 | 906.30 |

| | | | | |
|-----|---|--------|--------|---------|
| | 3rd year and thereafter | 473.70 | 437.70 | 911.40 |
| (d) | Ambulance Officer Grade III | 491.20 | 439.70 | 930.90 |
| (e) | Ambulance Officer Grade III with Certificate Allowance | 535.60 | 444.40 | 980.00 |
| (f) | Where appointed as such the following shall apply: | | | |
| | Station Officers | | | |
| | Grade I | 547.40 | 445.80 | 993.20 |
| | Grade II | 559.10 | 447.10 | 1006.20 |

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

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

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

- (2) In addition to the weekly rates prescribed in subclause (1) of this clause the following amounts shall be paid for weekend penalties and shift loadings in accordance with Clause 33. - Appendix of this award.

| | | |
|-----|---|--------|
| (a) | Ambulance Officer Grade I | \$ |
| | 1st year | 151.53 |
| | 2nd year | 153.16 |
| | 3rd year and thereafter | 154.59 |
| (b) | Ambulance Officer Grade II | |
| | 1st year | 163.40 |
| | 2nd year | 165.00 |
| | 3rd year and thereafter | 166.46 |
| (c) | Ambulance Officer Grade III | 172.05 |
| (d) | Ambulance Officer Grade III with Certificate Allowance | 185.58 |
| (e) | Station Officers | |
| | Grade I | 189.34 |
| | Grade II | 193.08 |

- (3) In addition to the weekly rates prescribed in subclause (1) and (2) of this clause the following amounts shall be paid for regularly worked overtime being an average of two hours over an eight week cycle of shifts worked by those Officers employed to work the hours prescribed in paragraph (a) of subclause (1) and (2) of Clause 7. - Hours of Duty of this award.

| | | |
|-----|---------------------------|----|
| (a) | Ambulance Officer Grade I | \$ |
|-----|---------------------------|----|

| | | |
|-----|---|-------|
| | 1st year | 12.50 |
| | 2nd year | 12.63 |
| | 3rd year and thereafter | 12.75 |
| (b) | Ambulance Officer Grade II | |
| | 1st year | 13.48 |
| | 2nd year | 13.61 |
| | 3rd year and thereafter | 13.73 |
| (c) | Ambulance Officer Grade III | 14.19 |
| (d) | Ambulance Officer Grade III with Certificate Allowance | 15.31 |
| (e) | Station Officers | |
| | Grade I | 15.62 |
| | Grade II | 15.92 |

- (4) An Ambulance Officer who has been fully employed for one year or more shall be credited with his/her years of service on promotion to a higher grade.
- (5) To become entitled to the rates prescribed in subclauses (1), (2) and (3) of this clause the Officers shall at all times wear a uniform approved by the Association and shall hold an appropriate motor vehicle driver's licence.

All training programmes and examination schedules agreed by the Union and the Association for promotional and proficiency purposes shall be under the jurisdiction and administration of the Association.

- (6) (a) To be entitled to the certificate allowances as prescribed in paragraph (d) of subclauses (1), (2) and (3) of this clause an Officer will be required:
- (i) to have passed the Grade III requirements of the West Australian Ambulance Training Centre, hold the rank of Grade III and to have completed five years' service; or
- (ii) to hold the rank of Grade III and to have passed the TAFE authorised Certificate in Emergency Care.
- (b) The Certificate in Emergency Care will not be used as a pre-requisite for promotion to the rank of Station Officer for those officers employed prior to January 1984.
- (7) Ambulance officers who have been trained to give medication by intra-muscular injections or test blood sugar levels or perform intravenous cannulation shall be paid a flat allowance of \$15.00 per week provided that it shall be paid on Annual Leave, Long Service Leave and Sick Leave.

10. - SPECIAL ALLOWANCES AND CONDITIONS

- (1) (a) Thirty minutes shall be allowed to each Officer for cleaning and checking of a vehicle prior to commencing special duties or special functions.
- (b) If necessary, reasonable time not exceeding thirty minutes shall be allowed an Officer for cleaning (including any changing connected therewith) after the completion of duties on return from a call or other duties.
- (2) Driver's Licence: Where an Officer is required for the purpose of employment to hold a driving licence, the fee paid will be reimbursed on presentation of a receipt covering the current licensed period. Where

the licensed period is greater than a year and an Officer terminates from the service, any reimbursed amount for the unused period of the licence will be recoverable from the Officer.

- (3) (a) Each Officer shall be provided by the employer with a uniform as an initial issue on the basis set out hereunder and with any additional item of clothing which the parties agree, or in default of agreement, which the Board of Reference determines is part of the uniform which the employer requires the Officer to wear:

Uniform Parka, 1
Uniform Trousers, 3 (or uniform trousers 2 and uniform shorts/cullottes 2)
Uniform Shirts 6
Wet Weather Suit
Socks - black 4 pairs (walk socks - 4 pairs if shorts issued)
Footwear - black 1 pair (boots will not be issued where shorts are requested)
Pullover - blue 1 (with motif and roundells)
Hold-All Bag
First Aid Kit
Uniform Belt
Name Badges 2
Service Buttons 4
Epaulettes - Blue 2
Pantyhose (females only) - 30 pairs if cullottes are issued, or 15 pairs if a combination of trousers/cullottes issued

- (b) The basis of replacement of these items shall be as follows -

- (i) After 18 months' service and every 18 months thereafter:

Uniform Trousers 2; provided that the Union and the employer shall have further discussions before December 1991 on the issue of the provision of shorts.

Uniform Shirts 4
Socks - Black 4 pairs (blue walk socks - 2 pairs if shorts requested)
Pantyhose (females only) 30 pairs if cullottes issued, or 15 pairs if a combination of trousers/cullottes issued

- (ii) As necessary:

With the exception of pantyhose, all other items listed under subparagraph 3(a) above may be replaced on a fair wear and tear basis, as necessary. The worn item must be handed in with an authorised requisition for replacement. The requisition must be approved by the employer's nominated representative of at least Deputy Superintendent status.

Pantyhose will only be re-issued as prescribed under 3(b)(i) above.

- (c) The following items shall be readily available for use by each Officer -

Protective Gloves
Rubber Gloves - heavy insulated, 1 pair to each Ambulance
Overalls
Safety Helmet
Safety Vest
Waterproof Overshoes

Such protective clothing shall remain the property of the employer and will be cleaned, repaired and replaced by the employer as and when is necessary.

- (d) Officers employed in areas above the 26th parallel and in Kalgoorlie, Kambalda and Norseman shall be issued with the uniform appropriate to the conditions as agreed between the Union and the employer.
- (4) Personal Property: The employer will replace or repair any Officer's watch and/or spectacles including prescription sunglasses used in the course of the Officer's employment, which are lost, damaged or destroyed whilst on duty and not claimable under the Workers' Compensation Act, other than through the Officer's own negligence. The cost to be the value of the item concerned up to a maximum of \$150.00.

11. - ANNUAL LEAVE

- (1) Except as hereinafter provided, a period of four consecutive weeks' leave with payment of ordinary wages as prescribed shall be allowed annually to an officer by his employer after a period of 12 months' continuous service with that employer.
- (2)
 - (a) In addition to the entitlement prescribed in subclause (1) of this clause, a seven day shift officer shall receive one week's leave for being regularly rostered to work on Sundays and public holidays and a further week's leave in lieu of public holidays falling on rostered days off.
 - (b) Where an officer with 12 months' continuous service is engaged for part of a qualifying 12 monthly period as a seven day shift officer, he shall be entitled to have the period of annual leave to which he is otherwise entitled under this clause increased by 1/6th of a week for each completed month he is continuously so engaged.
- (3) If any award holiday falls within an officer's period of annual leave and is observed on a day which in the case of that officer would have been an ordinary working day there shall be added to that period one day being an ordinary working day for each such holiday observed as aforesaid, but this subclause shall not apply to a seven day shift officer.
- (4) After one month's continuous service in any qualifying 12 monthly period an officer whose employment terminates shall be paid, in respect of each completed month of continuous service in that qualifying period, 1/3rd of a week's pay at his ordinary rate of wage with the exception of seven day shift officers who shall be paid half of a week's pay for each completed month of service in that qualifying period.
- (5) Any time in respect of which an officer is absent from work except time for which he is entitled to claim sick pay or time spent on holidays, annual leave, accrued days off or long service leave as prescribed by this award shall not count for the purpose of determining his right to annual leave.
- (6) Annual leave shall be taken in accordance with the agreed Annual Leave/Accrued Days Off Roster. However, by mutual consent of the Officer, the Union and the employer, annual leave may be taken at another time to that which is rostered.

Provided that in the event of a dispute over the rostering of Annual Leave/Accrued Days Off, the matter may be referred to the Western Australian Industrial Relations Commission for determination.
- (7)
 - (a) An officer who, at the commencement of his annual leave/accrued days off, has an entitlement to payment for non-attendance on the ground of personal ill-health for not less than 38 hours under the provisions of Clause 13. - Absence Through Sickness of this award and who, within 14 days of resuming work produces to the employer a certificate from a qualified medical practitioner that during his annual leave/accrued days off he was confined to his home or to a hospital for a period of at least seven consecutive days for a reason which, if he had not been on annual leave/accrued days off, would have entitled him to payment under the provisions of the said Clause 13. - Absence Through Sickness shall be deemed to be absent from work through sickness for so much of that period as he would otherwise have been entitled to payment under that clause.

- (b) An officer to whom paragraph (a) of this subclause applies shall take the period deemed to be absence through sickness as annual leave/accrued days off at a time convenient to the employer but on ordinary pay, without the loading prescribed in subclause (8) of this clause.
- (8) In addition to payment for annual leave/accrued days off an officer shall be paid a loading of 17.5 percent calculated on his ordinary wage as prescribed or shift penalties where applicable, whichever is the greater. Officers working at Day Stations prior to proceeding on leave shall be paid as seven day shift officers inclusive of all penalties.

12. - PUBLIC HOLIDAYS

- (1) (a) The following days, or the days observed in lieu shall, subject as hereinafter provided, be allowed as holidays without deduction of pay, namely: New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Foundation Day, Sovereign's Birthday, Christmas Day and Boxing Day.

Provided that another day may be taken as a holiday by arrangement between the parties in lieu of any of the days named in this subclause.
- (b) Where Christmas Day or New Year's Day falls on a Saturday or a Sunday such holiday shall be observed on the next succeeding Monday and where Boxing Day falls on a Sunday or a Monday, such holiday shall be observed on the next succeeding Tuesday; in each case the substituted day shall be deemed a holiday without deduction of pay in lieu of the day for which it is substituted and the Saturday and Sunday deemed an ordinary weekend.
- (2) Where -
 - (a) a day is proclaimed as a public holiday or as a public half-holiday under Section 7 of the Public and Bank Holidays Act, 1972; and
 - (b) that proclamation does not apply throughout the State or to the metropolitan area of the State,

that day shall be a whole holiday or, as the case may be, a half-holiday for the purposes of this award within the district or locality specified in the proclamation.
- (3) All time worked on such days shall be paid for at the rate of double time and one-half.
- (4) Where an officer is required to work overtime on a holiday he shall be paid for a minimum of three hours at the rate appropriate to the day.
- (5) The foregoing provisions of this clause shall not apply to seven day shift officers, who shall receive in lieu of any penalties for working on public holidays, a payment equivalent to one week's ordinary pay including penalties as prescribed in subclauses (1), (2) and (3) of Clause 9. - Rates of Pay of this award, when they proceed on annual leave/accrued days off provided that this payment may be made on a proportionate basis when annual leave is taken in more than one single period.

13. - ABSENCE THROUGH SICKNESS

- (1) An officer who is unable to attend for work by reason of personal illness or injury (not being illness or injury arising from the officer's misconduct or wilful default or from an injury arising out of or in the course of his employment) shall be entitled to leave of absence without deduction of pay for a period not exceeding three months in respect of each such absence, payable at the officer's usual weekly rate of pay. Any absence in excess of this period shall be subject to review by the employer.
- (2) For the purpose of this clause, the officer's usual weekly rate of pay shall mean the total weekly rate prescribed in Clause 9. - Rates of Pay of this award, subclauses (1), (2) and (3).

- (3) The provisions of this clause do not apply to an officer who fails to produce a certificate from a medical practitioner dated at the time of the absence or who fails to supply such other proof of the illness or injury as the employer may reasonably require provided that the officer shall not be required to produce a certificate from a medical practitioner with respect of absences of two days or less unless, after two or more such absences in any year of service the employer requests in writing that the next and subsequent absences in that year, if any, shall be accompanied by such certificate.
- (4) No payment shall be made for any absence where the officer has failed to notify the employer at least two hours prior to the commencement of a day shift or at least 4 hours prior to the commencement of a night shift, provided that this subclause shall not apply where the nature of the illness or injury is such that the employee is unable to notify the employer within the prescribed time.
- (5) The provisions of this clause with respect to payments do not apply to officers who are entitled to payment under the Workers' Compensation Act.

14. - LONG SERVICE LEAVE

The conditions governing the granting of long service leave to government wages employees generally shall apply to officers covered by this award. For each completed year of service commencing on or after the 1st October, 1977, the amount of leave shall be calculated on the basis of 13 weeks' leave for 10 years' service.

15. - LOCATION ALLOWANCE

- (1) In addition to any other allowance prescribed in this Award, an Officer working in any of the undermentioned towns shall be paid the allowances specified:

| | Weekly Zone Allowance \$ | Weekly Country Allowance \$ | Weekly Total \$ |
|--------------|--------------------------------|-----------------------------------|--------------------|
| Albany | 4.41 | 17.70 | 22.11 |
| Bunbury | 4.41 | 17.70 | 22.11 |
| Collie | 4.41 | 17.70 | 22.11 |
| Geraldton | 7.80 | 35.41 | 43.21 |
| Kalgoorlie | 6.65 | 22.18 | 28.84 |
| Kambalda | 6.65 | 22.18 | 28.84 |
| Mandurah | 1.93 | 7.69 | 9.61 |
| Norseman | 6.65 | 22.18 | 28.84 |
| Port Hedland | 44.24 | 97.41 | 141.65 |

- (2) An Officer working in a district not specified above shall be paid an amount as shall be agreed in writing between the Union and the employer.

16. - CASUAL EMPLOYEES

Casual officers shall be paid at the rate applicable to a first year Ambulance Officer Grade I, plus 20 per cent.

17. - TRAVELLING EXPENSES

- (1) Normal Roster

Officers who have completed their first year of employment and are rostered to work away from their permanent or nominated depot (the latter is defined as the depot closest to the officer's home) and who receive a minimum of seven (7) days' notice will be entitled to the following allowance.

- (a) A daily allowance of 45 cents per kilometre or part thereof for each kilometre in excess of 20 kilometres, 10 kilometres each way.
 - (b) For the purpose of assessing the distance the officer's nominated depot will be used as the starting and finishing point.
- (2) Change of Current Rostered Depot (Less than 7 Days Notice)
- In addition to the provisions of subclause (1) of this clause when less than seven (7) days' notice of change of current rostered depot is given and excess travel is involved then the officer (including officers who have not completed their first year of employment) shall be paid:
- (a) A daily allowance of 40 cents per kilometre or part thereof for each kilometre travelled in excess of the officer's current rostered depot and excess travelling time at the officer's ordinary rate of pay calculated at one (1) minute per kilometre travelled in both directions.
 - (b) This excess travelling distance and time will be payable for a maximum of seven (7) days from the first shift whilst the rostered depot is changed, after which the provisions of subclause (1) of this clause only will apply.
- (3) Recalled for Duty on Overtime
- Where an off-duty officer is required to report immediately without previous notice for duty on overtime to a depot the officer shall receive:
- (a) One (1) hour at overtime rates additional to actual time worked; plus
 - (b) Reasonable fares or travelling allowance at the rate of 40 cents per kilometre calculated from home residence to the work location, by the shortest road journey.
- (4) Mutual Exchange Duty Cover
- An officer standing in for another officer in accordance with section C1 clause (13) of the Ambulance Service Regulations and Procedures Manual shall be entitled to an allowance in accordance with subclause (1) of this clause as appropriate, provided the criteria of paragraph (a) are applicable and the allowance paid shall not be greater than the allowance to which the replaced officer would have been entitled.
- (5) Relief Cover - Country
- The provisions of subclauses (1), (2) and (3) of this clause will not apply to officers located at country sub centres or metropolitan officers required to work at country sub centres. In such circumstances, reimbursement of actual fuel costs for the road journey will be permitted unless bus or air fares are granted. Additionally an allowance of double time payment for pre-calculated road journey times will be paid, when the journeys are undertaken on a rostered day off.

18. - MEDICAL EXAMINATIONS

- (1) If the respondent association requires the passing of a medical examination as a condition of employment, such medical examination shall be conducted before probationary employment is begun and thereafter every five years, or as required.
- (2) Where the employer requires an eye test to be conducted, the employee will be obliged to attend, in the employer's time, providing that payment is made by the employer for such eye test.
- (3) If after employment an officer fails to pass one of the association's periodic medical examinations, he shall have the right to consult a medical examiner of his own choice for a second opinion, after which he shall have right of appeal to a medical panel appointed by the association and agreed to by the union.

- (4) As long as the respondent association requires officers to submit to periodic medical examinations and where following such examination and report, the association terminates the employment of an officer, such officer shall be entitled to receive payment for credits accrued for Long Service Leave.

19. - PAYMENT OF WAGES

- (1) As from the date of this Order, on each weekly pay day along with an officer's pay, each officer shall be furnished a statement or envelope showing the gross wages, overtime and penalty rates, together with all details of deductions.
- (2) As from July 1, 1986, on each fortnightly pay day along with an officer's pay, each officer shall be furnished a statement or envelope showing the gross wages, overtime and penalty rates, together with all details of deductions.

20. - WAGE RECORD

- (1) The employer shall keep a record at the Head Office of the organisation showing:
 - (a) The name and address of all officers.
 - (b) The nature of the work.
 - (c) The starting and finishing time of each day.
 - (d) The total hours worked.
 - (e) The wages and overtime paid.
- (2) The time and wages record shall be open for inspection by a duly accredited official of the union, during the usual office hours, at the employer's office or other convenient place, and he shall be allowed to take extracts therefrom. Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer. Provided that if for any reason the record be not available when the official calls to inspect it, it shall be made available for inspection within twenty-four hours either at the employer's office or other convenient place.

21. - UNION INTERVIEWS

During working hours officers of an establishment subject to this award may with the consent of the person in charge of such establishment (which will not be unreasonably withheld) be interviewed by the secretary or other accredited representative of the union. The duly elected representative shall be recognised as a duly accredited official of the union for the purpose of this clause.

22. - NOTICE BOARD

- (1) An employer shall provide a notice board of reasonable dimension to be erected in a prominent position in his establishment upon which an accredited union representative shall be permitted to post formal union notices, signed or countersigned by the representative posting them. Any notice posted on such a board not signed or countersigned may be removed by an accredited union representative or the employer.
- (2) A copy of this award shall be allowed to be posted on the notice board referred to in subclause (1) of this clause.

23. - AMENITIES

The employer shall provide officers with such amenities as adequate change-rooms, showers, wash-rooms, etc., and dining/eating facilities of a standard agreed between the parties to this award.

24. - SPECIAL LEAVE

- (1) Leave of absence without pay may be granted in special circumstances at the discretion of the employer. Any leave of absence so granted will be in writing, a copy of which will be forwarded to the union. Officers taking the said leave of absence will not forfeit any accumulated long service leave entitlement from the time the officer commenced employment to the time the officer goes on the said leave of absence.
- (2) Notwithstanding the provisions of this award the employer may grant an officer up to four days' short leave in special circumstances. Except where such leave is requested on compassionate grounds, the leave taken shall be repaid by the officer at a time or times as agreed between the parties, or debited against the annual leave entitlements as provided in Clause 11. - Annual Leave, of this award.

25. - COMPASSIONATE LEAVE

- (1) An officer shall on notice be entitled:
 - (a) on the death or serious illness within Australia of a wife, husband, father, mother, brother, sister, child or step-child, mother-in-law, father-in-law, grandparent, grandchild;
 - (b) on the death only outside Australia of a wife, husband, mother, father, sister, brother, child:

to leave without deduction of pay for a period not exceeding the number of hours worked by the officer in four ordinary days' worked.
- (2) Proof of such death or serious illness shall be furnished by the officer to the satisfaction of the employer. In the case of serious illness, the officer must establish that the relative or others normally dependent on the relative, require the care and attention of the officer during the period of the entitlement.
- (3) Provided that this clause shall have no effect while the period of entitlement of leave under it coincides with any other period of entitlement to leave.
- (4) For the purpose of this clause the words "wife" and "husband" shall include a person who lives with the officer as a defacto wife or husband.

26. - COURT SERVICE

- (1) Notwithstanding anything else contained in this award where an officer has been summoned to appear before a Coroner's Court or other court arising out of the course of his employment he shall be paid his usual weekly rate of pay and shall be paid for all time whilst he attends the said court.
- (2) Where an officer is summoned to appear in court during his rostered time off duty, he shall be entitled to overtime rates as prescribed in clause 8. - Overtime of this award.
- (3) Proof of service of the abovementioned court and attendance at such court shall be furnished by the officer to the satisfaction of the employer.

27. - JURY SERVICE

An officer required to attend for Jury Service during ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of the attendance for such Jury Service and the amount of wages pursuant to Clause 9. - Rates of Pay, of this award, that would have been received in respect of ordinary time worked had the officer not been on Jury Service.

An officer shall notify the employer as soon as possible of the date upon which the officer is required to attend for Jury Service.

Further, the officer shall provide the employer with proof of attendance, the duration of such attendance and the amount received in respect of such service.

28. - COUNTRY CONDITIONS

- (1) Where the employer requires an Officer to work 'on-call' pursuant to Clause 29. - On Call Allowance of this award, then the employer shall pay all costs associated with connecting a telephone to the Officer's residence, and shall also pay all rental charges plus 20 percent of all calls charged.
- (2) Any Officer working north of the 26th parallel shall be entitled to return air fares to the Perth metropolitan area for self and immediate family, once per year whilst on annual leave.
- (3) Where an Officer transfers in accordance with the provisions of this clause, the employer shall meet all reasonable removal expenses incurred in that transfer.
- (4) All accommodation in areas above the 26th parallel and in the Goldfields shall be air-conditioned at the expense of the employer.
- (5) Where the employer requires an Officer to attend an area or town other than that sub-centre to which the Officer is stationed (for the purpose of training or any other work related matter), the employer shall pay the Officer an allowance of \$108.55 for each night the Officer is away from home.
- (6) For the purposes of this clause an Officer "permanently employed" at a country sub-centre shall mean any Officer who works at a country sub-centre but has not been sent there in either a relief or posting capacity as defined in subclauses (7) and (8) of this clause.
- (7) An Officer on "Country Relief Duties" shall mean an Officer who has successfully applied for appointment to relieve at a country sub-centre and whose period of relief shall not exceed 30 consecutive weeks. In all such cases, the following shall apply:
 - (a) The Officer shall, in addition to any other allowances or benefits prescribed under this Award, be entitled to an allowance of \$281.45 per week and will be accommodated in a hotel/motel, or such other accommodations as agreed, and the employer will be responsible for the payment of bed and breakfast.
 - (b) Any claim in excess of the amount prescribed in paragraph (a) of this subclause will be considered on its merits.
 - (c) Where an Officer so chooses to find accommodation, the employer shall pay such Officer \$478.35 per week in addition to that amount prescribed in paragraph (a) of this subclause. The Officer shall then be responsible for finding and funding his/her own accommodation, and any other expenses incurred whilst on country relief duties.
 - (d) If an Officer is required to do country relief duties for a period of less than one week, then the allowances prescribed in paragraphs (a) and (c) of this subclause shall be paid on a proportionate basis.
- (8)
 - (a) A "Country Posting" shall mean where an Officer has been sent, either voluntarily or involuntarily to a country sub-centre other than on a permanent basis or a relief basis as defined in subclauses (6) and (7) of this clause.
 - (b) An Officer may be posted to a country sub-centre for a period not exceeding one year. This period may only be extended by mutual agreement between the Officer, the employer and the Union.

- (c) Notification of any posting shall be made at least six weeks prior to the commencement date of the posting.
- (d) Commencement date for any posting shall be effected where possible during school holidays, unless otherwise agreed upon by the Officer, the employer and the Union.
- (e) The employer will provide accommodation for any Officer posted to a country sub-centre, at a standard equal to that supplied to government employees under the Government Employees' Housing Authority for that particular area.
- (f) The maximum amount of rent that any Officer posted to a country sub-centre shall pay for the accommodation referred to in paragraph (e) of this subclause shall be \$46.20 per week.
- (g) The conditions of all postings shall be in writing, a copy of which will be sent to the Officer concerned and the Union.

29. - ON CALL ALLOWANCE

- (1) Time on call means time during which, in accordance with the on call roster, an Officer who is rostered off duty is required to be in readiness to answer a call.
- (2) Time on call will not be counted as time worked unless the Officer is called out for duty, in which case the Officer will be paid at the rate of double time for the actual period or periods of duty, with a minimum payment of two hours per call, for the time so worked in any day during which the Officer is on call, provided that two hours have elapsed from the commencement of the previous call.
- (3) Nothing in this clause will prohibit an Officer from temporarily leaving the Station or his/her home when rostered for on call after having made satisfactory arrangements for the proper carrying on of the service during his/her absence.
- (4) An Officer will be free from on call duty every second weekend and for at least eight days in every period of 14 consecutive days.
- (5) An Officer required to be on call pursuant to this clause shall be entitled to a payment equivalent to 0.5 percent of the Ambulance Officer Grade I, 1st Year Rate, as prescribed in subclause (1) of Clause 9. - Rates of Pay of this award, for each hour or part thereof the Officer is rostered on call.

30. - EXISTING CUSTOMS AND PRACTICE

This award is made on the understanding that all existing privileges and conditions operating prior to the date of this award will continue except insofar as such privileges and conditions are inconsistent with the provisions of the award.

31. - FUNERAL EXPENSES

- (1) Any ambulance officer who dies due to any accident arising out of his employment or where it can be medically proven that his illness was directly associated with his employment, shall have the cost of funeral expenses borne by the employer.
- (2) Subclause (1) of this clause shall apply only on the condition that the association shall enter into discussions regarding the cost of the said funeral with the parties concerned.

32. - MATERNITY LEAVE

- (1) Eligibility for Maternity Leave:

An employee who becomes pregnant shall, upon production to her employer of a certificate from a duly qualified medical practitioner stating the presumed date of her confinement, be entitled to maternity leave provided that she has had not less than 12 months' continuous service with that employer immediately preceding the date upon which she proceeds upon such leave.

For the purposes of this clause:

- (a) An employee shall include a part time employee but shall not include an employee engaged upon casual or seasonal work.
- (b) Maternity leave shall mean unpaid maternity leave.

(2) Period of Leave and Commencement of Leave

- (a) Subject to subclauses (3) and (6) of this clause, the period of maternity leave shall be for an unbroken period of from 12 to 52 weeks and shall include a period of six weeks' compulsory leave to be taken immediately before the presumed date of confinement and a period of six weeks' compulsory leave to be taken immediately following confinement.
- (b) An employee shall, not less than 10 weeks prior to the presumed date of confinement, give notice in writing to her employer stating the presumed date of confinement.
- (c) An employee shall give not less than four weeks' notice in writing to her employer of the date upon which she proposes to commence maternity leave, stating the period of leave to be taken.

An employee shall not be in breach of this order as a consequence of failure to give the stipulated period of notice in accordance with paragraph (c) of this subclause if such failure is occasioned by the confinement occurring earlier than the presumed date.

(3) Transfer to a Safe Job

Where, in the opinion of a duly qualified medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the employee make it inadvisable for the employee to

continue at her present work, the employee shall, if the employer deems it practicable, be transferred to a safe job at the rate and on the conditions attaching to that job until the commencement of maternity leave.

If the transfer to a safe job is not practicable, the employee may, or the employer may require the employee to, take leave for such period as is certified necessary by a duly qualified medical practitioner. Such leave shall be treated as maternity leave for the purposes of subclauses (7), (8), (9) and (10) of this clause.

(4) Variation of Period of Maternity Leave

- (a) Provided the addition does not extend the maternity leave beyond 52 weeks, the period may be lengthened once only, save with the agreement of the employer, by the employee giving not less than 14 days' notice in writing stating the period by which the leave is to be lengthened.
- (b) The period of leave may, with the consent of the employer, be shortened by the employee giving not less than 14 days' notice in writing stating the period by which the leave is to be shortened.

(5) Cancellation of Maternity Leave

- (a) Maternity Leave, applied for but not commenced, shall be cancelled when the pregnancy of an employee terminates other than by the birth of a living child.
- (b) Where the pregnancy of an employee then on maternity leave terminates other than by the birth of a living child, it shall be the right of the employee to resume work at a time nominated by the

employer which shall not exceed four weeks from the date of notice in writing by the employee to the employer that she desires to resume work.

(6) Special Maternity Leave and Sick Leave

- (a) Where the pregnancy of an employee not then on maternity leave terminates after 28 weeks other than by the birth of a living child then:
- (i) she shall be entitled to such period of unpaid leave (to be known as special maternity leave) as a duly qualified medical practitioner certifies as necessary before her return to work; or
 - (ii) For illness other than the normal consequences of confinement she shall be entitled, either in lieu of or in addition to special maternity leave, to such paid sick leave as to which she is then entitled and which a duly qualified medical practitioner certifies as necessary before her return to work.
- (b) Where an employee not then on maternity leave suffers illness related to her pregnancy, she may take paid sick leave up to a maximum of 80 hours and such further unpaid leave (to be known as special maternity leave) as a duly qualified medical practitioner certifies as necessary before her return to work, provided that the aggregate of paid sick leave, special maternity leave and maternity leave shall not exceed 52 weeks.
- (c) For the purposes of subclauses (7), (8) and (9) of this clause, maternity leave shall include special maternity leave.
- (d) An employee returning to work after the completion of a period of leave taken pursuant to this subclause shall be entitled to the position which she held immediately before proceeding on such leave or, in the case of an employee who was transferred to a safe job pursuant to subclause (3) of this clause to the position she held immediately before such transfer.

Where such position no longer exists but there are other positions available, for which the employee is qualified and the duties of which she is capable of performing, she shall be entitled to a position as nearly comparable in status and salary or wage to that of her former position.

(7) Maternity Leave and Other Leave Entitlements

Provided the aggregate of leave including leave taken pursuant to subclauses (3) and (6) of this clause does not exceed 52 weeks:

- (a) An employee may, in lieu of or in conjunction with maternity leave, take any annual leave or long service leave or any part thereof to which she is then entitled.
- (b) Paid sick leave or other paid authorised award absences (excluding annual leave or long service leave), shall not be available to an employee during her absence on maternity leave.

(8) Effect of Maternity Leave on Employment

Notwithstanding any award, or other provision to the contrary, absence on maternity leave shall not break the continuity of service of an employee but shall not be taken into account in calculating the period of service for any purpose of the award.

(9) Termination of Employment

- (a) An employee on maternity leave may terminate her employment at any time during the period of leave by notice given in accordance with this award.

- (b) An employer shall not terminate the employment of an employee on the ground of her pregnancy or of her absence on maternity leave, but otherwise the rights of an employer in relation to termination of employment are not hereby affected.
- (10) Return to Work After Maternity Leave
- (a) An employee shall confirm her intention of returning to her work by notice in writing to the employer given not less than four weeks prior to the expiration of her period of maternity leave.
 - (b) An employee, upon the expiration of the notice required by paragraph (a) of this subclause, shall be entitled to the position which she held immediately before proceeding on maternity leave or, in the case of an employee who was transferred to a safe job pursuant to subclause (3) of this clause to the position which she held immediately before such transfer. Where such position no longer exists but there are other positions available for which the employee is qualified and the duties of which she is capable of performing, she shall be entitled to a position as nearly comparable in status and salary or wage to that of her former position.
- (11) Replacement Employees
- (a) A replacement employee is an employee specifically engaged as a result of an employee proceeding on maternity leave.
 - (b) Before an employer engages a replacement employee under this subclause, the employer shall inform that person of the temporary nature of the employment and of the rights of the employee who is being replaced.
 - (c) Before an employer engages a person to replace an employee temporarily promoted or transferred in order to replace an employee exercising her rights under this clause, the employer shall inform that person of the temporary nature of the promotion or transfer and of the rights of the employee who is being replaced.
 - (d) Provided that nothing in this subclause shall be construed as requiring an employer to engage a replacement employee.
 - (e) A replacement employee shall not be entitled to any of the rights conferred by this clause except where her employment continues beyond the 12 months' qualifying period.

33. - APPENDIX

- (1) The rates shown in subclause (2) of Clause 9. - Rates of Pay of this award, shall be calculated as an average rate over the eight week cycle of the "2, 2 and 4" roster agreed between the parties and shall include:-
- (a) Ordinary hours worked on Saturday to be calculated at the rate of time and one half for all time so worked on Saturday and all time worked on Sunday shall be calculated at the rate of time and three-quarters for all time so worked on a Sunday.
 - (b) Fifteen per cent for each night shift worked with the exception of Saturday and Sunday shifts (a shift being deemed to be completed on the day it commences).
 - (c) Overtime on shift work being based on the rate payable for shift work and calculated on hours worked for each day falling within the roster.
 - (d) No change of shift structure shall be effected without at least seven days' notice or mutual agreement between the employer and the officer.
- (2) As at the date of this Order the following formula will be used to calculate the average weekly pay described in subclause (1) of this clause:

| | | |
|-----|------------------------|----------|
| 100 | hours at ordinary time | |
| 140 | hours at time plus 15 | percent |
| 48 | hours at time plus 50 | percent |
| 48 | hours at time plus 75 | percent. |

- (3) From 1 July 1986 the following formula will be used to calculate the average weekly pay described in subclause (1) of this clause:

| | | |
|-----|------------------------|----------|
| 84 | hours at ordinary time | |
| 140 | hours at time plus 15 | percent |
| 48 | hours at time plus 50 | percent |
| 48 | hours at time plus 75 | percent. |

- (4) From 1 July, 1986 where an Officer terminates his employment, or employment is terminated by the employer and the Officer has not taken any accrued days off as prescribed in subclause (6) of Clause 11. - Annual Leave of this award, then the Officer shall be entitled to payment in lieu of accrued days off, calculated at the rate of two hours' pay for each completed week of service.

An Officer who, on termination, has taken accrued days off in accordance with subclause (6) of Clause 11. - Annual Leave of this award and has not completed the necessary qualifying period for the days taken, shall have any termination pay reduced by an amount of two hours' pay for each week not completed in the qualifying period. For the purpose of this subclause, a qualifying period shall be four weeks for each accrued day off.

APPENDIX - RESOLUTION OF DISPUTES REQUIREMENT

- (1) This Appendix is inserted into the award/industrial agreement as a result of legislation which came into effect on 16 January 1996 (Industrial Relations Legislation Amendment and Repeal Act 1995) and further varied by legislation which came into effect on 23 May 1997 (Labour Relations Legislation Amendment Act 1997).

- (2) Subject to this appendix, and in addition to any current arrangements the following procedures shall apply in connection with questions, disputes or difficulties arising under this award/industrial agreement.

New Section's Body

- (a) The persons directly involved, or representatives of person/s directly involved, shall discuss the question, dispute or difficulty as soon as is practicable.
- (b) (i) If these discussions do not result in a settlement, the question, dispute or difficulty shall be referred to senior management for further discussion.
- (ii) Discussions at this level will take place as soon as practicable.
- (3) The terms of any agreed settlement should be jointly recorded.
- (4) Any settlement reached which is contrary to the terms of this award/industrial agreement shall not have effect unless and until that conflict is resolved to allow for it.
- (5) Nothing in this appendix shall be read so as to exclude an organisation party to or bound by the award/industrial agreement from representing its members.
- (6) Any question, dispute or difficulty not settled may be referred to the Western Australian Industrial Relations Commission provided that with effect from 22 November 1997 it is required that persons involved in the question, dispute or difficulty shall confer among themselves and make reasonable attempts to resolve questions, disputes or difficulties before taking those matters to the Commission..

SCHEDULE A - PARTIES TO THE AWARD

The following organisation is a party to this award:

Australian Liquor, Hospitality and Miscellaneous Workers Union, Western Australian Branch

SCHEDULE B - RESPONDENT

St. John Ambulance Association.

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

DATED at Perth this 13th day of March, 1969.

VARIATION RECORD

AMBULANCE SERVICE EMPLOYEES' AWARD 1969
NO. 50 OF 1968

Delivered 13/03/69 at 49 WAIG 171

S93(6) Consolidation at 63 WAIG 2498

S93(6) Consolidation 30/09/92 at 72 WAIG 2291

| CLAUSE NO. | EXTENT OF VARIATION | ORDER NO. | OPERATIVE DATE | GAZETTE REFERENCE |
|------------|---------------------|-----------|----------------|-------------------|
|------------|---------------------|-----------|----------------|-------------------|

1. Title

(1A. State Wage Principles)

| | | | |
|----------|---------|----------|-------------|
| Ins. Cl. | 1752/91 | 31/01/92 | 72 WAIG 191 |
|----------|---------|----------|-------------|

| | | | |
|-------------|---------|----------|-------------|
| Cl. & Title | 1457/93 | 24/12/93 | 74 WAIG 198 |
|-------------|---------|----------|-------------|

(1A. State Wage Principles December 1993)

| | | | |
|-------------|--------|----------|------------|
| Cl. & Title | 985/94 | 30/12/94 | 75 WAIG 23 |
|-------------|--------|----------|------------|

(1A. Statement of Principles December 1994)

| | | | |
|-------------|---------|----------|-------------|
| Cl. & Title | 1164/95 | 21/03/96 | 76 WAIG 911 |
|-------------|---------|----------|-------------|

(1A. Statement of Principles March 1996)

| | | | |
|------------|--------|---------|--------------|
| Cl & Title | 915/96 | 7/08/96 | 76 WAIG 3368 |
|------------|--------|---------|--------------|

(1A. Statement of Principles - August 1996)

| | | | |
|------------|--------|----------|--------------|
| Cl & Title | 940/97 | 14/11/97 | 77 WAIG 3177 |
|------------|--------|----------|--------------|

(1A. Statement of Principles - November 1997)

| | | | |
|------------|--------|----------|--------------|
| Cl & Title | 757/98 | 12/06/98 | 78 WAIG 2579 |
|------------|--------|----------|--------------|

(1A. Statement of Principles - June, 1998)

| | | | |
|----------|--------|----------|--------------|
| Del. Cl. | 609/99 | 06/07/99 | 79 WAIG 1847 |
|----------|--------|----------|--------------|

1B. Minimum Adult Award Wage

| | | | |
|---------|--------|----------|--------------|
| Ins. 1B | 940/97 | 14/11/97 | 77 WAIG 3177 |
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| | | | |
|-----|---------|----------|--------------|
| Cl. | 1099/98 | 10/09/98 | 78 WAIG 3756 |
|-----|---------|----------|--------------|

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|------------------------|--------|----------|--------------|
| Min. Wage Rate & text. | 609/99 | 01/08/99 | 79 WAIG 1847 |
|------------------------|--------|----------|--------------|

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|-----|---------|----------|---------------------|
| Cl | 654/00 | 01/08/00 | 80 WAIG 3379 |
| Cl | 752/01 | 01/08/01 | 81 WAIG 1721 |
| Cl. | 797/02 | 01/08/02 | 82 WAIG 1369 |
| Cl. | 569/03 | 5/06/03 | 83 WAIG 1899 & 1949 |
| (9) | 1197/03 | 1/11/03 | 83 WAIG 3537 |
| Cl | 570/04 | 4/06/04 | 84 WAIG 1521 |
| Cl. | 576/05 | 07/07/05 | 85 WAIG 2083 & 2121 |
| Cl. | 957/05 | 07/07/06 | 86 WAIG 1631 & 1677 |
| Cl. | 1/07 | 01/07/07 | 87 WAIG 1487 & 1537 |
| Cl | 115/07 | 01/07/08 | 88 WAIG 773 & 812 |
| Cl | 1/09 | 01/10/09 | 89 WAIG 735 & 1224 |
| Cl | 2/10 | 01/07/10 | 90 WAIG 568 & 757 |
| Cl | 2/11 | 01/07/11 | 91 WAIG 1008 & 1177 |
| Cl | 2/12 | 01/07/12 | 92 WAIG 986 |
| Cl. | 1/13 | 01/07/13 | 93 WAIG 656 |
| Cl. | 1/14 | 01/07/14 | 94 WAIG 879 |
| Cl. | 1/15 | 01/07/15 | 95 WAIG 873 |
| Cl. | 1/16 | 01/07/16 | 96 WAIG 733 |
| Cl. | 1/17 | 01/07/17 | 97 WAIG 797 |
| Cl. | 1/18 | 01/07/18 | 98 WAIG 263 & 501 |
| Cl | 1/19 | 01/07/19 | 99 WAIG 509 & 827 |

2. Arrangement

| | | | |
|------------------------------|------------|----------|--------------|
| Cl. | 122/86 | 04/05/86 | 66 WAIG 871 |
| Ins. 2A (Sept 88) | 965/88 | 28/09/88 | 68 WAIG 2986 |
| Ins. 2A (Sept 88) - Corr. | 965/88 | 28/09/88 | 69 WAIG 120 |
| Renum. 32 as 33; Ins. 32 | 305/89 | 16/05/89 | 69 WAIG 1486 |
| Del. 2A (Sept 88) | 1940/89 | 08/09/89 | 69 WAIG 2913 |
| Ins. 2A (Sept 89) | 2049/89(R) | 16/11/89 | 69 WAIG 3523 |
| Ins. 2A (Sept 89) - Corr. | 2048/89(R) | 16/11/89 | 70 WAIG 579 |
| Cl. | 1163/91 | 02/10/91 | 71 WAIG 3190 |
| Ins. 1A | 1752/91 | 31/01/92 | 72 WAIG 191 |

| | | | |
|----------------------------------|---------|----------|--------------|
| Ins. Sch. A & Sch. B | 567/93 | 04/05/93 | 73 WAIG 1930 |
| 1A. Title | 1457/93 | 24/12/93 | 74 WAIG 198 |
| 1A. Title | 985/94 | 30/12/94 | 75 WAIG 23 |
| 1A. Title | 1164/95 | 21/03/96 | 76 WAIG 911 |
| Ins. Appendix - Resolution... | 693/96 | 16/07/96 | 76 WAIG 2768 |
| Ins. Appendix - S.49B... | 694/96 | 16/07/96 | 76 WAIG 2789 |
| 1A. Title | 915/96 | 7/08/96 | 76 WAIG 3368 |
| 1A | 940/97 | 14/11/97 | 77 WAIG 3177 |
| Ins. 1B | 940/97 | 14/11/97 | 77 WAIG 3177 |
| 1A | 757/98 | 12/06/98 | 78 WAIG 2579 |
| Del. 2A | 1099/98 | 10/09/98 | 78 WAIG 3756 |
| Del. 1A. | 609/99 | 06/07/99 | 79 WAIG 1847 |

(2A. State Wage Principles - September 1988)

| | | | |
|------------------|---------|----------|--------------|
| Ins. Cl. | 965/88 | 28/09/88 | 68 WAIG 2986 |
| Ins. Cl. - Corr. | 965/88 | 28/09/88 | 69 WAIG 120 |
| Del. Cl. | 1940/89 | 08/09/89 | 69 WAIG 2913 |

(2A. State Wage Principles - September 1989)

| | | | |
|----------|------------|----------|--------------|
| Ins. Cl. | 2049/89(R) | 16/11/89 | 69 WAIG 3523 |
| Ins. Cl. | 2048/89(R) | 16/11/89 | 70 WAIG 579 |
| Del. Cl. | 1163/91 | 02/10/91 | 71 WAIG 3190 |

(2A. State Wage Principles - June 1991)

| | | | |
|----------|---------|----------|--------------|
| Ins. Cl. | 1163/91 | 02/10/91 | 71 WAIG 3190 |
| Del. Cl. | 1099/98 | 10/09/98 | 78 WAIG 3756 |

3. Scope

4. Term

5. Contract of Service

6. Acting Appointments and Relieving

| | | | |
|-----------------|------------|----------|-------------|
| (4) | 1074/84 | 20/12/85 | 66 WAIG 154 |
| (1),(6) - Corr. | 2048/89(R) | 16/11/89 | 70 WAIG 579 |

7. Hours of Duty

| | | | |
|----------|---------|----------|--------------|
| (2) | 1076/84 | 30/04/85 | 65 WAIG 675 |
| Cl. | 1074/84 | 20/12/85 | 66 WAIG 154 |
| Cl. | 305/89 | 16/05/89 | 69 WAIG 1486 |
| Ins. (3) | 630/94 | 22/08/94 | 74 WAIG 2158 |

8. Overtime

| | | | |
|-----------------------------|---------|----------|--------------|
| (3) | 822/83 | 07/09/84 | 64 WAIG 1751 |
| Ins. (9) | 1076/84 | 30/04/85 | 65 WAIG 675 |
| (3) | 1139/90 | 06/08/90 | 70 WAIG 3148 |
| (8) | 569/91 | 09/05/91 | 71 WAIG 1846 |
| Del (8); Renumb (9)as(8) | 941/93 | 22/08/94 | 74 WAIG 2159 |
| (3) | 1025/96 | 20/09/96 | 76 WAIG 4288 |
| (3) | 886/99 | 20/12/99 | 80 WAIG 165 |
| (3)(a)(b) | 660/00 | 24/11/00 | 80 WAIG 5517 |
| (3)(a)(b) | 1035/01 | 3/5/02 | 82 WAIG 1001 |
| (3)(a) & (b) | 996/02 | 28/01/03 | 83 WAIG 476 |
| (3)(a) & (b) | 679/03 | 11/03/05 | 85 WAIG 1100 |

9. Rates of Pay

| | | | |
|-------------|------------|----------|--------------|
| Cl. | 822/83 | 29/06/84 | 64 WAIG 1751 |
| Cl. | 1074/84 | 20/12/85 | 66 WAIG 154 |
| Cl. | 943A/87 | 26/02/88 | 68 WAIG 1045 |
| Cl. | 965/88 | 28/09/88 | 68 WAIG 2986 |
| Cl. - Corr. | 965/88 | 28/09/88 | 69 WAIG 120 |
| (2) | 305/89 | 16/05/89 | 69 WAIG 1486 |
| Cl. | 2049/89(R) | 16/11/89 | 69 WAIG 3523 |
| Cl. - Corr. | 2048/89(R) | 16/11/89 | 70 WAIG 579 |
| Cl. | 124/90(R2) | 05/08/90 | 70 WAIG 3147 |

| | | | |
|---------------------------------|---------|----------|---------------------|
| Cl. | 724/89 | 22/08/90 | 70 WAIG 3574 |
| Cl. | 1163/91 | 02/10/91 | 71 WAIG 3190 |
| (1)(2) & (3); Ins. (7) | 630/94 | 22/08/94 | 74 WAIG 2158 |
| Rates & Ins. Text | 940/97 | 14/11/97 | 77 WAIG 3177 |
| Cl. | 1099/98 | 10/09/98 | 78 WAIG 3756 |
| (1)(a)-(f) - Rates, (h) - text. | 609/99 | 01/08/99 | 79 WAIG 1847 |
| Cl | 654/00 | 01/08/00 | 80 WAIG 3379 |
| Cl | 752/01 | 01/08/01 | 81 WAIG 1721 |
| Cl. | 797/02 | 01/08/02 | 82 WAIG 1369 |
| Cl. | 569/03 | 5/06/03 | 83 WAIG 1899 & 1949 |
| Cl | 570/04 | 4/06/04 | 84 WAIG 1521 & 1559 |
| Cl. | 576/05 | 07/07/05 | 85 WAIG 2083 & 2121 |
| Cl. | 957/05 | 07/07/06 | 86 WAIG 1631 & 1677 |
| Cl. | 1/07 | 01/07/07 | 87 WAIG 1487 & 1537 |
| Cl | 115/07 | 01/07/08 | 88 WAIG 773 & 812 |
| Cl | 1/09 | 01/10/09 | 89 WAIG 735 & 1224 |
| Cl | 2/10 | 01/07/10 | 90 WAIG 568 & 757 |
| Cl | 2/11 | 01/07/11 | 91 WAIG 1008 & 1173 |
| Cl | 2/12 | 01/07/12 | 92 WAIG 986 |
| Cl. | 1/13 | 01/07/13 | 93 WAIG 656 |
| Cl. | 1/14 | 01/07/14 | 94 WAIG 879 |
| Cl. | 1/15 | 01/07/15 | 95 WAIG 873 |
| Cl. | 1/16 | 01/07/16 | 96 WAIG 733 |
| Cl. | 1/17 | 01/07/17 | 97 WAIG 797 |
| Cl. | 1/18 | 01/07/18 | 98 WAIG 263 & 501 |
| Cl | 1/19 | 01/07/19 | 99 WAIG 509 & 827 |

10. Special Allowances and Conditions

| | | | |
|--------------------------------------|---------|----------|--------------|
| (3) | 1074/84 | 20/12/85 | 66 WAIG 154 |
| Cl. | 936/89 | 21/03/90 | 71 WAIG 1223 |
| Effective date of order corrected to | 936/89 | 21/03/91 | 71 WAIG 1328 |

11. Annual Leave

| | | | |
|-----|---------|----------|-----------------|
| Cl. | 1074/84 | 20/12/85 | 66 WAIG 154 |
| (6) | 122/88 | 09/03/88 | "not published" |

12. Public Holidays

| | | | |
|-----|---------|----------|-------------|
| (5) | 1074/84 | 20/12/85 | 66 WAIG 154 |
|-----|---------|----------|-------------|

13. Absence Through Sickness**14. Long Service Leave****(15. Country Conditions)**

| | | | |
|----------|--------|----------|-------------|
| Del. Cl. | 122/86 | 04/05/86 | 66 WAIG 871 |
|----------|--------|----------|-------------|

15. Location Allowance

| | | | |
|----------|---------|----------|--------------|
| Ins. Cl. | 122/86 | 04/05/86 | 66 WAIG 871 |
| (1) | 766/86 | 12/09/86 | 66 WAIG 1639 |
| (1) | 1139/90 | 06/08/90 | 70 WAIG 3148 |
| (1) | 1025/96 | 20/09/96 | 76 WAIG 4288 |
| (1) | 886/99 | 20/12/99 | 80 WAIG 165 |
| (1) | 660/00 | 24/11/00 | 80 WAIG 5517 |
| (1) | 1035/01 | 3/5/02 | 82 WAIG 1001 |
| (1) | 996/02 | 28/01/03 | 83 WAIG 476 |
| (1) | 679/03 | 11/03/05 | 85 WAIG 1100 |

16. Casual Employees**17. Travelling Expenses**

| | | | |
|-------------------------|---------|----------|--------------|
| Cl. | 941/93 | 22/08/94 | 74 WAIG 2159 |
| (1)(a), (2)(a) & (3)(b) | 660/00 | 24/11/00 | 80 WAIG 5517 |
| (1)(a), (2)(a) & (3)(b) | 1035/01 | 3/5/02 | 82 WAIG 1001 |
| (1)(a), (2)(a) & (3)(b) | 679/03 | 11/03/05 | 85 WAIG 1100 |

18. Medical Examinations

| | | | |
|-------------|------------|----------|-------------|
| Cl. - Corr. | 2048/89(R) | 16/11/89 | 70 WAIG 579 |
|-------------|------------|----------|-------------|

19. Payment of Wages

| | | | |
|-----|---------|----------|-------------|
| Cl. | 1074/84 | 20/12/85 | 66 WAIG 154 |
|-----|---------|----------|-------------|

20. Wage Record

| | | | |
|-----|--------|----------|--------------|
| (1) | 305/89 | 16/05/89 | 69 WAIG 1486 |
|-----|--------|----------|--------------|

| | | | |
|-----------|--------|----------|--------------|
| Ins text. | 491/98 | 16/04/98 | 78 WAIG 1563 |
|-----------|--------|----------|--------------|

21. Union Interviews**22. Notice Board****23. Amenities****24. Special Leave**

| | | | |
|-----|--------|----------|--------------|
| Cl. | 305/89 | 16/05/89 | 69 WAIG 1486 |
|-----|--------|----------|--------------|

25. Compassionate Leave**26. Court Service****27. Jury Service**

| | | | |
|-----|--------|----------|--------------|
| Cl. | 305/89 | 16/05/89 | 69 WAIG 1486 |
|-----|--------|----------|--------------|

(28. Country Postings)

| | | | |
|-----|--------|----------|--------------|
| (5) | 822/83 | 07/09/84 | 64 WAIG 1751 |
|-----|--------|----------|--------------|

| | | | |
|----------|--------|----------|-------------|
| Del. Cl. | 122/86 | 04/05/86 | 66 WAIG 871 |
|----------|--------|----------|-------------|

28. Country Conditions

| | | | |
|----------|--------|----------|-------------|
| Ins. Cl. | 122/86 | 04/05/86 | 66 WAIG 871 |
|----------|--------|----------|-------------|

| | | | |
|-----------------------|---------|----------|--------------|
| (5),(7)(a)&(c),(8)(f) | 1139/90 | 06/08/90 | 70 WAIG 3148 |
|-----------------------|---------|----------|--------------|

| | | | |
|-------------------------------|---------|----------|--------------|
| (5); (7)(a) & (c); (8)(f) | 1025/96 | 20/09/96 | 76 WAIG 4288 |
| (5); (7)(a) & (c); (8)(f). | 886/99 | 20/12/99 | 80 WAIG 165 |
| (5); (7)(a) & (c); (8)(f). | 1035/01 | 3/5/02 | 82 WAIG 1001 |
| (5), (7)(a) & (c), (8)(f) | 996/02 | 28/01/03 | 83 WAIG 476 |
| (5), (7)(a) & (c), (8)(f) | 679/03 | 11/03/05 | 85 WAIG 1100 |

29. On Call Allowance

| | | | |
|-----|--------|----------|-------------|
| Cl. | 122/86 | 04/05/86 | 66 WAIG 871 |
|-----|--------|----------|-------------|

30. Existing Customs and Practice

31. Funeral Expenses

32. Maternity Leave

| | | | |
|----------|--------|----------|--------------|
| Ins. Cl. | 305/89 | 16/05/89 | 69 WAIG 1486 |
|----------|--------|----------|--------------|

33. Appendix

| | | | |
|------------------|---------|----------|--------------|
| Cl. | 1074/84 | 20/12/85 | 66 WAIG 154 |
| Renum. as Cl. 33 | 305/89 | 16/05/89 | 69 WAIG 1486 |

Appendix - Resolution of Disputes Requirement

| | | | |
|-------------------|---------|----------|--------------|
| Ins. Appendix | 693/96 | 16/07/96 | 76 WAIG 2768 |
| (1),(6), Del. (7) | 2053/97 | 22/11/97 | 77 WAIG 3079 |

Schedule A - Parties to the Award

| | | | |
|-----------|--------|----------|--------------|
| Ins. Sch. | 567/93 | 04/05/93 | 73 WAIG 1930 |
| Sch. | 660/00 | 24/11/00 | 80 WAIG 5517 |

(Respondent)

| | | | |
|--------------|--------|----------|--------------|
| Rename. Sch. | 567/93 | 04/05/93 | 73 WAIG 1930 |
|--------------|--------|----------|--------------|

Schedule B - Parties to the Award

Appendix - S.49B - Inspection of Records Requirements

| | | | |
|---------------|------------|----------|--------------|
| Ins. Appendix | 694/96 | 16/07/96 | 76 WAIG 2789 |
| Ins. Txt | 2053(1)/97 | 22/11/97 | 77 WAIG 3138 |
| App. | 491/98 | 16/04/98 | 78 WAIG 1471 |