# Rangers (National Parks) Consolidated Award 2000

## 1. - TITLE

This Award shall be known as the Rangers (National Parks) Consolidated Award 2000.

## 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 is $665.90 per week payable on and from the commencement of the first pay period on or after 1 July 2014.

(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 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 to the minimum adult award wage.

(6) 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, 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 2014 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, an apprentice, 21 years of age or more, shall not be paid less than $572.20 per week on and from the commencement of the first pay period on or after 1 July 2014.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) 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.

(d) Nothing in this 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.

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## 3. - AREA AND SCOPE

This Award shall apply to employees employed in National Parks under and by virtue of the Conservation and Land Management Act, 1984, classified in clause 17. - Wages of this Award.

## 4. - TERM

This Award shall operate from the first pay period on or after March 6, 1987.

## 5. - DEFINITIONS

(1) "Accrued Day Off" means the paid day(s) off accruing to an employee resulting from an entitlement to the 38 hour week as prescribed in clause 7. - Hours.

(2) “Casual employee” means an employee who is employed by the hour.

(3) "Employees with No Fixed Hours" means those employees who have no fixed hours of work and who are in receipt of the loading prescribed in paragraph (b) of subclause (1) of clause 17. – Wages of this Award.

(4) "Employer" means the Chief Executive Officer (Executive Director) of the Department of Conservation and Land Management.

(5) "Mobile Ranger" means a Ranger Grade 1 or Ranger Grade 2, appointed as such under the *Conservation and Land Management Act*, who is regularly required to move from park to park, and for that purpose is required to maintain mobile accommodation.

(6) "Non Rostered Employee" means an employee who works their ordinary hours between Monday and Friday inclusive.

(7) "Ranger Grade 1" means a Ranger appointed under the *Conservation and Land Management Act* who assists in the management of a park or group of parks.

(8) "Ranger Grade 2" means a Ranger appointed under the *Conservation and Land Management Act* who

(a) has been at the top of the Ranger Grade 1 wage scale for at least 12 months, and

(b) possesses either a Certificate of National Park Management, or a Conservation and Land Management Certificate or equivalent qualification, and

(c) has demonstrated and met the performance levels at Ranger Grade 1.

(9) "Ranger's Assistant" means an employee engaged in assisting Rangers in their day to day work.

(10) "Rostered Days Off" means for

(a) Rostered Employees

the two days rostered off per week that an employee has as a result of being a rostered employee.

(b) Employees with No Fixed Hours

the average over a year of two full days off duty per week.

(11) "Rostered Employee" means an employee who is rostered to work any five of the seven days of the week.

(12) "Senior Ranger Grade 3" means a Ranger who manages a park or group of parks and who has responsibility for the work and performance of Rangers Grade 1 and/or Grade 2 and/or other employees within his/her area of responsibility.

(13) "Senior Ranger Grade 4" means a Ranger who manages a complex park or group of parks and who has responsibility for the work and performance of other rangers which may include Senior Ranger(s) Grade 3 and/or other employees within his/her area of responsibility and who operates above the level required of a Senior Ranger Grade 3.

(14) "Union" means United Voice WA.

## 6. - CONTRACT OF SERVICE

(1) (a) Rangers

Except in the case of a casual employee the contract of service shall be by the fortnight, terminable by two weeks' notice on either side, given on any working day, or, in the event of such notice not being given by the payment of two weeks' wages by the employer or the forfeiture of two weeks' wages by the employee.

(b) Other Employees

Except in the case of a casual employee the contract of service shall be by the week, terminable by one week's notice on either side given on any working day, or, in the event of such notice not being given, by the payment of one week's wages by the employer or the forfeiture of one week's wages by the employee.

(2) The engagement of a casual employee may be terminated at any time without notice. Provided that all wages due to the employee shall be paid immediately upon the termination of his/her engagement.

(3) Notwithstanding the provision of subclause (1) of this clause a lesser period of notice may be given if mutually agreed to between employer and employee.

(4) The employer shall be under no obligation to pay for any day not worked upon which the employee is required to present him/herself for duty, except when such absence from work is due to illness and comes within the provisions of clause 13. - Sick Leave, or such absence is on account of holidays to which the employee is entitled under the provisions of this award.

(5) This clause does not affect the employer's right to dismiss an employee for misconduct and an employee so dismissed shall be paid wages up to the time of dismissal only.

(6) An employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training, including work which is incidental or peripheral to the employee's main tasks or functions.

## 7. - HOURS

(1) Except as hereinafter provided the ordinary hours of work shall be 38 in any week and shall be worked between the hours of 7.00am and 6.00pm.

(2) Ordinary hours shall be worked within a 20 day cycle of eight hours on the first 19 days in each cycle with 0.4 of one hour of each such day worked accruing as an entitlement to take the 20th day on each cycle as a accrued paid day off as though worked.

(3) Employees with No Fixed Hours

Employees with No Fixed Hours shall be entitled to an average over a year of two full days off duty per week to be fixed by arrangement between the employer and the employee concerned. The ordinary hours of work shall not exceed an average of 38 per week.

(4) Rostered Employees

The ordinary hours of work for Rostered Employees shall not exceed an average of 38 per week over a roster cycle and shall be worked between the hours of 7.00 am and 6.00 pm on any of the seven days of the week.

(5) Part time Employment

(a) Employees may be regularly employed to work less hours per week than are prescribed in this clause.

(b) Subject to paragraph (c) of this subclause payment shall be a weekly rate calculated pro rata to the class of work on which the employee is engaged in the proportion which the hours of work bears to thirty eight.

(c) A part-time employee employed under the provisions of this clause shall receive payment for sick leave on a pro rata basis in the proportion which the hours of work bears to thirty eight.

(6) Workers' Compensation

(a) Where an employee is on workers' compensation for periods of less than one complete 20 day work cycle, such employee will accrue towards and be paid for the succeeding Accrued Day Off following such leave.

(b) An employee will not accrue days off for periods of workers' compensation where such period of leave exceed one or more complete 20 day work cycles.

(c) Where an employee is on workers' compensation for less than one complete 20 day work cycle and an Accrued Day Off falls within that period, the employee will not be re-rostered for an additional day off.

## 8. - ROSTER

(1) The employer shall cause to be prepared and exhibited a roster or rosters showing:

(a) the name of each employee; and

(b) the days and hours over which an employee shall be required to perform his/her ordinary hours of work.

(2) Separate rosters shall be prepared and exhibited for each group of employees employed by the employer.

Provided that Employees with No Fixed Hours are not Rostered Employees and any roster prepared shall be indicative only and subject to change to meet the requirements of the employer.

(3) A roster may be altered at any time by agreement between the employer and the employee.

(4) The Accrued Day Off will be observed to suit the circumstances of the employer. Under normal circumstances the Accrued Day Off will be the first or last working day of the week.

## 9. - OVERTIME

(1) Except as otherwise provided in this clause, all time worked in excess of or outside the usual hours of work or, in the case of Rostered Employees, outside the rostered hours of work shall be overtime and paid for at the rate of time and one half for the first two hours and double time thereafter.

(2) (a) Where overtime is worked on Saturdays prior to twelve noon the employee shall be paid at the rate of time and one half for the first two hours and double time thereafter.

(b) Overtime worked after twelve noon on Saturdays shall be paid at the rate of double time.

(c) All overtime performed on Sundays shall be paid at the rate of double time.

(3) The employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirements.

(4) Employees with No Fixed Hours

Employees with No Fixed Hours shall be exempt from the provisions of subclauses (1) and (2) of this clause.

Provided that if an employee so specified is required to work on a rostered day off duty he/she shall be paid at the rate of double time for any time so worked. The rate prescribed in this subclause is exclusive of the 25% loading prescribed for Employees with No Fixed Hours in paragraph (b) of subclause (1) of clause 17. - Wages.

(5) In computing overtime each day shall stand alone but when an employee works overtime which continues beyond midnight on any day, the time worked after midnight shall be deemed to be part of the previous day's work for the purpose of this clause.

(6) (a) When overtime is necessary it shall, wherever reasonably practicable be so arranged that employees have at least ten consecutive hours off duty between the work on successive days.

(b) An employee who works so much overtime between the termination of his/her ordinary work on one day and the commencement of his/her ordinary work on the next day that the employee has not had at least ten consecutive hours off duty between those times shall, subject to this paragraph, be released after completion of such overtime until the he/she has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

(c) If, on the instructions of the employer, such an employee resumes or continues work without having had such ten consecutive hours off duty, the employee shall be paid at double time rates until he/she is released from duty for such period and the employee shall then be entitled to be absent until he/she has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

(d) Where an employee is called into work on a Sunday or holiday preceding an ordinary working day, he/she shall, wherever reasonably practicable, be given ten consecutive hours off duty before his/her usual starting time on the next day. If this is not practicable, then the provisions of paragraphs (b) and (c) of this subclause shall apply mutatus mutandis.

Provided that overtime worked as a result of a recall, shall not be regarded as overtime for the purpose of this paragraph, when the actual time worked is less than three hours on such recall or on each such recalls.

(e) An employee called back to work after the normal working time without prior notice shall be paid a minimum of three hours at the appropriate overtime rate.

(7) (a) An employee required to work continuous overtime for more than one hour shall be supplied with a meal by the employer or be paid $12.60 for a meal, and if owing to the amount of overtime worked, a second or subsequent meal is required he/she shall be supplied with each such meal by the employer or be paid $7.40 each meal so required.

(b) The provisions of paragraph (a) of this subclause do not apply-

(i) in respect of any period of overtime for which the employee has been notified on the previous day or earlier that he/she will be required; or

(ii) to any employee who lives in the locality in which the place of work is situated who can reasonably return home for meals; or

(iii) where the overtime worked is outside the customary meal time.

(c) If an employee provides him/herself with a meal or meals and is not required to work overtime or is required to work less overtime than the period notified, the employee shall be paid for each meal provided and not required, the appropriate amount prescribed in paragraph (a) of this subclause.

(d) An employee required to work continuously from midnight to 6.30am and ordered back to work at 8.00am the same day shall be paid $6.50 breakfast.

(e) The provisions of this subclause do not operate so as to require payment of more than double time rates, or double time and one half on a holiday prescribed under this Award for any work.

(8) If when the meal time customary in the industry arrives, an employee is required to continue working and his/her meal interval is thereby deferred, the employee shall be paid at overtime rates until he/she gets a meal interval of the customary duration.

(9) Provided that if the continuance of work is reasonably necessary and could not have been avoided by any reasonable action of the employer, the employer shall be allowed time not exceeding twenty minutes before such penalty rate begins to accrue.

(10) Where, to meet the needs of the employer, the employee is required to work on his/her accrued day off no overtime shall be paid and that employee shall be re-rostered for another day off duty within 10 working days.

(11) Overtime provisions for Rostered Employees and Non Rostered Employees will not apply until after 8 hours have been worked on each day.

## 10. - SATURDAY AND SUNDAY WORK

(1) All ordinary time worked between midnight on Friday and midnight on Saturday shall be paid at the rate of time and one half. All ordinary time worked on Sunday shall be paid at the rate of double time.

(2) Employees with No Fixed Hours

The provisions of this clause shall not apply to Employees with No Fixed Hours.

## 11. - ANNUAL LEAVE

(1) (a) Except as hereinafter provided a period of four consecutive weeks' leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by the employer after a period of 12 months' continuous service with the employer.

(b) If after one month's continuous service in any qualifying 12 monthly period an employee lawfully leaves his/her employment or his/her employment is terminated by the employer through no fault of the employee, the employee shall be paid 2.92 hours' pay at his/her ordinary rate of wage in respect of each completed week of continuous service in that qualifying period.

(2) In addition to any payment to which he/she may be entitled under subclause (1) of this clause, an employee whose employment terminates after he/she has completed a 12 monthly qualifying period and who has not been allowed the leave prescribed under this Award in respect of that qualifying period, shall be given payment in lieu of that leave and the loading prescribed in subclause (7) hereof unless:-

(a) the employee has been justifiably dismissed for misconduct; and

(b) the misconduct for which the employee has been dismissed occurred prior to the completion of that qualifying period.

(3) An employee may be granted annual leave with payment of ordinary wages as prescribed prior to the employee having completed a period of 12 months' continuous service, in which case should the services of such employee terminate or be terminated prior to the completion of 12 months' continuous service, the employee shall refund to the employer the difference between the amount received by him/her for wages in respect of the period of his/her annual leave and the amount which would have accrued to the employee by reason of the length of the employee's service up to the date of the termination of his/her services.

(4) Ordinary wages for an employee shall mean the rate of wage (including the 25% loading for Employees with No Fixed Hours) the employee has received for the greatest proportion of the calendar month prior to taking his/her leave.

(5) (a) When computing the annual leave due under this clause, no deduction shall be made from such leave in respect of the period that an employee is on annual leave, long service leave and/or holidays. Provided that no deduction shall be made for any approved period an employee is absent from duty through sickness, with or without pay, unless the absence exceeds three calendar months, in which case deduction may be made for such excess only.

(b) Approved periods of absence from work caused through accident sustained in the course of employment shall not be considered breaks in continuity of service, but the first six months only of any such period shall count as service for the purpose of computing annual leave.

(6) Employees regularly working north of South Latitude 26 shall be allowed to accumulate annual leave for two years, subject to the convenience of the employer. Entitlements for paid travelling time are as detailed in subclause (5) of clause 19. - Employees Living North of the 26 degrees South Latitude of the *Miscellaneous Government Conditions and Allowances Award No A4 of 1992*

(7) In addition to the payment prescribed for annual leave an employee shall receive a loading calculated on the rate of wage prescribed by subclause (4) hereof. The loading shall be as follows:-

(a) An employee proceeding on annual leave shall be paid, in addition to the ordinary payment for such leave, a loading of 17.5 percent calculated on the rate of wage prescribed by subclause (4) of this clause.

(b) Provided that the maximum loading payable shall not exceed the amount set out in the Commonwealth Bureau of Census and Statistics Publication for "average weekly earnings per male employed unit" in Western Australia for the September quarter immediately preceding the date of accrual of such leave.

(c) The loading prescribed by this subclause shall not apply to proportionate leave on termination.

(8) The provisions of this clause shall not apply to casual employees.

(9) The total annual leave entitlement may, by agreement between the employee and the employer, be taken in more than one portion. Provided that no portion is less than one week.

## 12. - PUBLIC HOLIDAYS

(1) The provisions of subclauses (2) - (5) inclusive of this clause do not apply to:

(a) Employees with No Fixed Hours; or

(b) Rostered Employees; or

(c) Casual employees.

(2) 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, Good Friday, Easter Monday, Anzac Day, Labour 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 the subclause.

When any of the days mentioned in paragraph (a) hereof falls on a Saturday or a Sunday the holiday shall be observed on the next succeeding Monday, and when Boxing Day falls on a Sunday or a Monday the holiday shall be observed on the next succeeding Tuesday. In each case the substituted day shall be a holiday without deduction of pay and the day for which it is substituted shall not be a holiday.

(3) 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 public holiday or, as the case may be a public half-holiday for the purposes of this Award within the district or locality specified in the proclamation.

(4) Whenever any of the days referred to in paragraph (a) of subclause (2) of this clause falls on an employee's ordinary working day and the employee is not required to work on such day he/she shall be paid for the ordinary hours he/she would have worked on such day had it not been a holiday.

(5) If any employee other than

(a) An Employee with No Fixed Hours; or

(b) a Rostered Employee,

is required to work on a Public Holiday the employee shall be paid the time worked at the rate of double time and one-half.

Provided that in lieu of the foregoing provisions of this paragraph and subject to an agreement between the employer and the employee, work done on any day prescribed as a Public Holiday under this Award shall be paid for at the rate of time and one-half and the employee shall, in addition, be allowed a day's leave with pay to be taken at some subsequent date if the employee so agrees.

(6) When the employee is absent on leave without pay, sick leave without pay or workers' compensation any day falling during such absence shall not be treated as a paid holiday. Where the employee is on duty or available for duty on the working day immediately preceding a holiday, or resumes duty or is available on the working day immediately following a day observed as a holiday as prescribed in this clause, the employee shall be entitled to be paid for such holiday.

(7) Employees with No Fixed Hours and Rostered Employees

Employees with No Fixed Hours and Rostered Employees who are required to work on a Public Holiday shall be paid at the rate of time and one half time for time worked.

## 12A. - PUBLIC HOLIDAY LEAVE

(1) The following provisions apply to

(a) Employees with No Fixed Hours; and

(b) Rostered Employees

who are excluded from the provisions of subclauses (2) to (5) of Clause 12. - Public Holidays of this Award.

(2) (a) Subject to the provisions of this subclause a period of two consecutive weeks' leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by the employer after a period of 12 months' continuous service with that employer.

(b) An employee subject to this subclause if after completing one month's continuous service in any qualifying 12 monthly period lawfully leaves his/her employment or the employment is terminated by the employer through no fault of the employee, shall be paid 1.46 hours' pay at the employee's ordinary rate of wage in respect of each completed week of continuous service in that qualifying period.

(3) For the purposes of this clause ordinary wages for an employee means the rate of wage (including 25% loading for Employees with No Fixed Hours) the employee has received for the greatest proportion of the calendar month prior to taking his/her leave.

## 13. - SICK LEAVE

(1) (a) An employee shall be entitled to payment for non-attendance on the ground of personal ill health or injury for one-sixth of a week's pay for each completed month of service.

(b) Payment hereunder may be adjusted at the end of each accruing year, or at the time the employee leaves the service of the employer in the event of the employee being entitled by service subsequent to the sickness in that year to a greater allowance than that made at the time the sickness occurred.

(2) The unused portions of the entitlement prescribed in subclause (1) hereof in any accruing year shall be allowed to accumulate and may be availed of in the next or any succeeding year.

(3) In order to acquire entitlement to payment in accordance with this clause the employee shall as soon as reasonably practicable advise the employer of his/her inability to attend for work, the nature of the illness or injury and the estimated duration of the absence. Provided that such advice other than in extraordinary circumstances shall be given to the employer within 24 hours of the commencement of the absence.

(4) No employee shall be entitled to the benefit of this clause unless he/she produces proof to the satisfaction of the employer or his/her representative of such sickness provided that the employer shall accept as satisfactory proof a statutory declaration or like proof where by reason of remoteness from medical facilities it is impractical to procure a medical certificate for absences of less than three consecutive working days unless the total of such absences exceeds five days in any one accruing year.

(5) (a) Subject to the provisions of this subclause, the provisions of this clause apply to an employee who suffers personal ill health or injury during the time when he/she is absent on annual leave and an employee may apply for and the employer shall grant paid sick leave in place of paid annual leave.

(b) Application for replacement shall be made within seven days of resuming work and then only if the employee was confined to his/her place of residence or a hospital as a result of the employee's personal ill health or injury for a period of seven consecutive days or more and the employee produces a certificate from a registered medical practitioner that he/she was so confined. Provided that the provisions of this paragraph do not relieve the employee of the obligation to advise the employer in accordance with subclause (3) of this clause if he/she is unable to attend for work on the working day next following his/her annual leave.

(c) Replacement of paid annual leave by paid sick leave shall not exceed the period of paid sick leave to which the employee was entitled at the time the employee proceeded on annual leave and shall not be made with respect to fractions of a day.

(d) Where paid sick leave has been granted by the employer in accordance with paragraphs (a) and (b) of this subclause, that portion of the annual leave equivalent to the paid sick leave is hereby replaced by the paid sick leave and the replaced annual leave may be taken at another time mutually agreed to by the employer and the employee or, failing agreement, shall be added to the employee's next period of annual leave or, if termination occurs before the, be paid for in accordance with the provisions of clause 11. - Annual Leave.

(e) Payment for replaced annual leave shall be at the rate of wage applicable at the time the leave is subsequently taken provided that the annual leave loading prescribed in clause 11. - Annual Leave shall be deemed to have been paid with respect to the replaced annual leave.

(6) The provisions of this clause with respect to payment do not apply to employees who are entitled to payment under the *Workers' Compensation and Assistance Act 1981* nor to employees whose injury or illness is the result of the employee's own misconduct.

(7) The provisions of this clause do not apply to casual employees.

(8) An employee shall continue to accrue an entitlement to an accrued day off whilst on paid sick leave.

The employee's sick leave entitlement will be debited by 8 hours.

(9) Where an employee is on an accrued day(s) off he/she shall not be entitled to claim for sick leave in substitution for the accrued day(s) off.

## 14. - CONDITIONS AND ALLOWANCES

(1) The provisions of the Miscellaneous Government Conditions and Allowances Award No. A 4 of 1992 shall apply mutatis mutandis to all employees covered by this Award.

(2) Subject to the provisions of this Award, the provisions of the Public Service Award 1992 PSA NO. 4 of 1989 at:

(a) Clause 30, - Camping Allowance and Schedule C - Camping Allowance; and

(b) Clause 33, - Diving Allowance, Clause 34, - Flying Allowance and Schedule K - Diving, Flying and Seagoing Allowance.

as amended from time to time, shall apply mutatis mutandis to employees covered by this Award.

(3) Mobile Rangers shall, in addition to their normal rate of pay, be paid an allowance of $131.20 per week to offset the costs associated with living in and maintaining a caravan.

This allowance is to be moved year to year to reflect the change in CPI for Perth.

(4) The following conditions shall apply to Rangers Assistants on vermin, plant or noxious weed control who are required to use a toxic substance.

(a) The employee shall be informed by the employer of the health hazards involved and instructed in the correct and necessary safeguards which must be observed in the use of such materials.

(b) The employee using such materials shall be provided with, and shall use, all safeguards as are required by the appropriate government authority or, in the absence of such requirement, such safeguards as are defined by a competent authority or person chosen by the union and the employer.

(c) The employee using toxic substances or materials of a like nature shall be paid 64 cents per hour extra. Employees working in close proximity to employees so engaged shall be paid 57 cents per hour extra.

(d) For the purposes of this subclause toxic substances shall include epoxy based materials and all materials which include or require the addition of a catalyst hardener and reactive additives or two pack catalyst system shall be deemed to be materials of a like nature.

(5) (a) An employer who requires a Rangers Assistant to use a pesticide shall:

(i) Inform the employee of any known health hazards involved; and

(ii) Ascertain from the Department of Health and Medical Services whether and, if so, what protective clothing or equipment should be worn during its use.

(b) Pending advice from that department the employer may require the pesticide to be used if the employer informs the employee of any safety precautions specified by the manufacturer of the pesticide and instructs the employee to follow those precautions.

(c) The employer shall supply the employee with any protective clothing or equipment required pursuant to paragraphs (a) and (b) of this subclause and, where necessary, instruct the employee in its use.

(d) An employee required to wear protective clothing or equipment for the purpose of this subclause shall be paid 72 cents per hour or part thereof while doing so unless the Union and the employer agree that by reason of the nature of the protective clothing or equipment the employee does not suffer discomfort or inconvenience while wearing it or, in the event of disagreement, the Western Australian Industrial Relations Commission so determines.

(e) An allowance is not payable under this clause if the Department of Health and Medical Services advises the employer in writing that protective clothing or equipment is not necessary.

(6) Where agreement is reached between the employer and the employee, payment of wages may be made in cash and a signature of the employee shall be obtained for such cash payment.

## 15. - LONG SERVICE LEAVE

(1) The conditions governing the granting of long service leave to Government wages employees generally shall apply to employees covered by this Award.

(2) When an employee proceeds on long service leave, there shall be no accrual towards an accrued day off in accordance with the provisions of subclause (2) of clause 7. - Hours of this Award.

## 16. - NO REDUCTION

Nothing contained herein shall in itself operate so as to reduce the wages of any employee who at the date of this award is being paid above the minimum rate prescribed for his/her class of work.

## 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:

| Classifications | $ PER WEEK | ARBITRATED SAFETY NET ADJUSTMENTS $ PER WEEK | TOTAL $ PER WEEK |
|---|---|---|---|
| Ranger's Assistant | | | |
| Year 1 | 376.90 | 342.30 | 719.20 |
| Year 2 | 389.70 | 342.70 | 732.40 |
| Year 3 | 402.20 | 343.20 | 745.40 |
| Year 4 | 414.70 | 343.60 | 758.30 |

| | | | |
|---|---|---|---|
| Year 5 | 427.10 | 346.10 | 773.20 |
| | | | |
| Ranger Grade 1 | | | |
| Year 1 | 439.60 | 346.50 | 786.10 |
| Year 2 | 452.00 | 346.90 | 798.90 |
| Year 3 | 466.40 | 345.30 | 811.70 |
| Year 4 | 476.30 | 345.70 | 822.00 |
| Year 5 | 491.00 | 346.20 | 837.20 |
| | | | |
| Ranger Grade 2 | | | |
| Year 1 | 508.60 | 346.80 | 855.40 |
| Year 2 | 522.10 | 347.20 | 869.30 |
| Year 3 | 536.40 | 347.70 | 884.10 |
| Year 4 | 551.20 | 348.20 | 899.40 |
| Year 5 | 567.00 | 349.20 | 916.20 |
| | | | |
| Senior Ranger Grade 3 | | | |
| Year 1 | 588.50 | 351.50 | 940.00 |
| Year 2 | 605.20 | 352.10 | 957.30 |
| Year 3 | 623.10 | 352.70 | 975.80 |
| | | | |
| Senior Ranger Grade 4 | | | |
| Year 1 | 640.30 | 351.20 | **991.50** |
| Year 2 | 662.60 | 352.00 | 1014.60 |

(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.

## 18. - TRANSFERS AND TERMINATION

(1) An employee, promoted or transferred by the employer in the normal course of his employment shall be reimbursed for all reasonable expenses actually incurred in connection with such transfer or promotion.

(2) An employee transferred at his own request, or for disciplinary reasons, will be responsible for his own removal expenses.

(3) An employee, whose services are terminated by the employer through no fault of the employee shall be reimbursed for reasonable removal expenses incurred in returning from the place of employment to his original place of engagement.

(4) All travelling time in connection with promotion, transfer or termination pursuant to subclauses (1) and (3) of this clause shall be paid for at a maximum travelling time per day of eight hours at the rate applicable to the time of day and the day of the week.

## 19. - HIGHER DUTIES

(1) An employee who is directed by the employer to act in a position which is classified higher than the employee's own substantive position and who performs the full duties and accepts the full responsibility of the higher position for a continuous period of five (5) consecutive working days or more, shall, subject to the provisions of this clause, be paid an allowance equal to the difference between the employee's own wage and the wage the employee would receive if the employee was permanently appointed to the position in which the employee is so directed to act.

(2) Where the full duties of a higher position are temporarily performed by two (2) or more employees they shall each be paid an allowance as determined by the employer.

(3) An employee who is directed to act in a higher classified position but who is not required to carry out the full duties of the position and/or accept the full responsibilities, shall be paid such proportion of the allowance provided for in subclause (1) of this clause as the duties and responsibilities performed bear to the full duties and responsibilities of the higher position. Provided that the employee shall be informed, prior to the commencement of acting in the higher classified position, of the duties to be carried out, the responsibilities to be accepted and the allowance to be paid.

The allowance paid may be adjusted during the period of higher duties.

(4) Where an employee who has qualified for payment of higher duties allowance under this clause is required to act in another position or other positions classified higher than the employee's own for periods less than five consecutive working days without any break in acting service, such employee shall be paid a higher duties allowance for such periods: provided that payment shall be made at the highest rate the employee has been paid during the term of continuous acting or at the rate applicable to the position in which the employee is currently acting – whichever is the lesser.

(5) Where an employee is directed to act in a position which has an incremental range of wages such an employee shall be entitled to receive an increase in the higher duties allowance equivalent to the annual increment the employee would have received had the employee been permanently appointed to such position; provided that acting service with allowances for acting in positions for the same classification or higher than the position during the eighteen (18) months preceding the commencement of such acting shall aggregate as qualifying service towards such an increase in the allowance.

(6) Where an employee who is in receipt of an allowance granted under this clause and has been so for a continuous period of twelve (12) months or more, proceeds on –

(a) a period of normal annual leave; or

(b) a period of any other approved leave of absence of not more than four (4) weeks,

the employee shall continue to receive the allowance for the period of leave: provided that this subclause shall also apply to an employee who has been in receipt of an allowance for less than twelve (12) months if during the employee's absence no other employee acts in the position in which the employee was acting immediately prior to proceeding on leave and the employee resumes in the position immediately on return from leave.

For the purpose of this subclause the expression "normal annual leave" shall mean the annual period of recreation leave as referred to in Clause 11. – Annual Leave of this Award and shall include any leave in lieu accrued during the preceding twelve (12) months taken in conjunction with such annual recreation leave.

(7) Where an employee who is in receipt of an allowance granted under this clause, proceeds on –

(a) a period of annual leave in excess of the normal; or

(b) a period of any approved leave of absence of more than four (4) weeks,

such employee shall not be entitled to receive payment of such allowance for the whole or any part of the period of such leave.

(8) No Higher Duties Allowances will be payable to employees covered by this Award when required to act in another position whilst the permanent occupant is on a rostered day off duty.

## 20. - PROTECTIVE CLOTHING AND EQUIPMENT

(1) Goggles, safety helmets, climbing boots, respirators, oilskins, gumboots, sou' westers, wet weather clothing, suitable gloves and any other such clothing and equipment deemed necessary by the employer shall be supplied to employees covered by this award where the nature of the employment is such as to warrant their respective use.

(2) The clothing and equipment issued pursuant to this clause shall remain the property of the employer and shall be replaced on a fair wear and tear basis.

(3) Safety boots and safety helmets issued pursuant to this clause shall be worn at all times deemed necessary by the employer. Any employee not wearing safety boots or safety helmets at times deemed necessary by the employer will not be allowed to commence work and will not be paid for any time lost as a result.

(4) All employees called upon to clean toilets shall on request be supplied with rubber gloves.

(5) All materials, appliances and tools required in connection with the performance of the employee's duties shall be supplied to such employee by the employer without charge.

(6) In every case where the employer requires an employee to wear a uniform for his/her work the uniform shall be supplied by the employer.

## 21. - DISPUTE SETTLEMENT PROCEDURE

(1) In the event of any proposed change in employment conditions or terms of the Award, or in the event of any dispute arising, the parties will consult together to reach a settlement.

(2) The principle of conciliation and direct negotiation shall be adopted for the purpose of prevention and settlement of any industrial dispute that may arise.

(3) The parties shall take an early and active part in discussion and negotiations aimed at preventing or settling disputes in accordance with the agreed procedure set out hereunder.

(4) Procedure of Settlement of Disputes

(a) The employee and the employee's supervisor should confer, clearly identify the facts and where possible, resolve the issue.

(b) If not resolved, the employee, the union representative, the supervisor and the Department Manager shall confer and, where possible, resolve the issue.

(c) If not resolved the union shall confer with the Personnel and Industrial Relations Manager on the matter, and where possible, resolve the issue.

(d) If the matter is still not settled, either party may submit the matter for conciliation/arbitration by the Western Australian Industrial Relations Commission.

(5) Until the matter is resolved in accordance with the above procedure, the status quo shall remain. While the above procedure is being followed, no party shall be prejudiced as to the final settlement by the continuation of work in accordance with this procedure.

## 22. - CHANGE ROOMS AND MESS FACILITIES

(1) Suitable dressing accommodation shall be provided by the employer where employees may change their clothes. Tools and appliances shall not be kept in the dressing room.

(2) All employees shall be provided with facilities for boiling water.

(3) Employees shall be permitted to eat their meals in a convenient and clean place, protected from the weather, and each such employee shall remove all litter and foodstuff after use.

(4) Where practicable the employer shall provide suitably equipped messing and toilet facilities.

## APPENDIX - RESOLUTION OF DISPUTES REQUIREMENTS

(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) Any dispute or grievance procedure in this award/industrial agreement shall also apply to any questions, disputes or difficulties which may arise under it.

(3) With effect from 22 November 1997 the dispute or grievance procedures in this award/industrial agreement is hereby varied to include the requirement that persons involved in the question, dispute or difficulty will 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 Chief Executive Officer (Executive Director) of the Department of Conservation and Land Management

The following are parties to this award:

United Voice WA

V A R I A T I O N R E C O R D

**RANGERS (NATIONAL PARKS) CONSOLIDATED AWARD 2000**

**NO. A 17 OF 1981**

Delivered 29/10/82 at 62 WAIG 2732

Consolidated by 893/96 on 17/07/87 at 67 WAIG 1475

Varied & Consolidated by 1744/00 on 22/12/00 at 81 WAIG 655

| 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 |
| | Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |
| (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. & Title | 609/99 | 06/07/99 | 79 WAIG 1843 |

**1B. Minimum Adult Award Wage**

| | | | |
|---|---|---|---|
| Ins. 1B | 940/97 | 14/11/97 | 77 WAIG 3177 |
| Cl. | 1064/98 | 20/07/98 | 78 WAIG 4361 |
| (2),(3), (5) & (8) rates & text | 609/99 | 01/08/99 | 79 WAIG 1843 |
| Cl. | 654/00 | 01/08/00 | 81 WAIG 655 |
| 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 & 2573 |
| (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 2089 & 2804 |
| Cl. | 957/05 | 07/07/06 | 86 WAIG 1631 & 2324 |
| Cl. | 1/07 | 01/07/07 | 87 WAIG 1487 & 2242 |
| Cl. | 115/07 | 01/07/08 | 88 WAIG 773 &1452 |
| Cl. | 1/09 | 01/10/09 | 89 WAIG 735 & 1884 |
| Cl. | 2/10 | 01/07/10 | 90 WAIG 568 & 1281 |
| Cl. | 2/11 | 01/07/11 | 91 WAIG 1088 & 1681 |
| Cl. | 2/12 | 01/07/12 | 92 WAIG 1434 |
| Cl. | 1/13 | 01/07/13 | 93 WAIG 1102 |
| Cl. | 1/14 | 01/07/14 | 94 WAIG 1318 |

**2. Arrangement**

| | | | |
|---|---|---|---|
| Ins 33 | 1430/89(R) | 21/11/89 | 70 WAIG 487 |
| Ins 34.;35.;36.;37.; | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |
| Ins. 1A | 1752/91 | 31/01/92 | 72 WAIG 191 |
| 14. | 1033/92 | 18/02/93 | 73 WAIG 570 |
| Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |
| Ins. Sch. | 580/93 | 30/04/93 | 73 WAIG 1950 |
| 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 |
| 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. 1A | 609/99 | 06/07/99 | 79 WAIG 1843 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**3. Area and Scope**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**4. Term**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**5. Definitions**

| | | | |
|---|---|---|---|
| (5);ins.(6), re numb. exist.(6-12) as (7-13) | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |
| Del (9); Renumber (10)-(13) as (9)-(12) | 1604/93 | 07/11/94 | 75 WAIG 408 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |
| Cl | 1849/02 | 02/12/02 | 83 WAIG 807 |
| (14) | 71/12 | 20/12/12 | 93 WAIG 27 |

**6. Contract of Service**

| | | | |
|---|---|---|---|
| Ins. (6) | 1432/92 | 27/05/93 | 73 WAIG 1542 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**7. Hours**

| | | | |
|---|---|---|---|
| (1) | 1430/89(R) | 21/11/89 | 70 WAIG 487 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**8. Roster**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**9. Overtime**

| | | | |
|---|---|---|---|
| (7)(a) & (7)(d) | 1432/92 | 27/05/93 | 73 WAIG 1542 |
| (7)(a) & (7)(d) | 715/00 | 10/11/00 | 80 WAIG 5613 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |
| (7)(a) & (7)(d) | 1019/01 | 7/01/02 | 82 WAIG 451 |
| (7)(a) & (7)(d) | 976/02 | 28/01/03 | 83 WAIG 806 |

| | | | |
|---|---|---|---|
| (5) | 1849/02 | 02/12/02 | 83 WAIG 807 |
| (7)(a)&(7)(d) | 634/03 | 31/03/05 | 85 WAIG 1216 |
| (7)(a)&(7)(d) | 150/06 | 14/02/07 | 87 WAIG 481 |
| (7)(a)&(7)(d) | 81/08 | 29/10/08 | 88 WAIG 2129 |
| (7) | 71/12 | 20/12/12 | 93 WAIG 27 |
| (7)(a)&(7)(d) | 48/13 | 18/12/13 | 94 WAIG 22 |
| (7) | 31/14 | 28/11/14 | 94 WAIG 1897 |

**10. Saturday and Sunday Work**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**11. Annual Leave**

| | | | |
|---|---|---|---|
| Ins (9) | 1430/89® | 21/11/89 | 70 WAIG 487 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**12. Public Holidays**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**12A. Public Holiday Leave**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**13. Sick Leave**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

(14. Maternity Leave)

| | | | |
|---|---|---|---|
| Cl.&Title | 1033/92 | 18/02/93 | 73 WAIG 570 |

(14. Parental Leave)

| | | | |
|---|---|---|---|
| Cl.&Title | 1432/92 | 27/05/93 | 73 WAIG 1542 |

**14. Conditions and Allowances**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |
| (3),(5),(6)(c),(7)(d)&(8) | 1019/01 | 7/01/02 | 82 WAIG 451 |
| Cl | 1849/02 | 02/12/02 | 83 WAIG 807 |
| (6)(c) & (7)(d) | 976/02 | 28/01/03 | 83 WAIG 806 |
| (3) | 976/02 | 28/02/03 | 83 WAIG 1479 |
| (3),(4)(c)&(5)(d) | 634/03 | 31/03/05 | 85 WAIG 1216 |
| (3),(4)(c)&(5)(d) | 150/06 | 14/02/07 | 87 WAIG 481 |
| (3),(4)(c)&(5)(d) | 81/08 | 29/10/08 | 88 WAIG 2129 |
| Cl | 71/12 | 20/12/12 | 93 WAIG 27 |
| (3),(4)(c)&(5)(d) | 48/13 | 18/12/13 | 94 WAIG 22 |
| Cl | 31/14 | 28/11/14 | 94 WAIG 1897 |

**15. Long Service Leave**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

(16. Compassionate Leave)

| | | | |
|---|---|---|---|
| Cl.&Title | 1432/92 | 27/05/93 | 73 WAIG 1542 |

**16. No Reduction**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**17. Wages**

| | | | |
|---|---|---|---|
| Cl. | 948/87 | 22/07/88 | 68 WAIG 1781 |
| Ins Comm | 730/88 | 09/09/88 | 68 WAIG 2412 |
| Cl. | 1022/88 | 22/09/88 | 69 WAIG 1610 |
| deletes commitment | 1940/89 | 08/09/89 | 69 WAIG 2913 |
| Cl. (includes commitment) | 1430/89(R) | 21/11/89 | 70 WAIG 487 |
| Cl. (includes commitment) | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |
| Title (1), (2) | 1432/92 | 27/05/93 | 73 WAIG 1542 |
| Cl. | 1604/93 | 07/11/94 | 75 WAIG 408 |
| (1) | 1148/94 | 16/06/95 | 75 WAIG 2322 |
| Rates & Ins. Text | 940/97 | 14/11/97 | 77 WAIG 3177 |
| (1) & (2) | 1064/98 | 20/07/98 | 78 WAIG 4361 |
| (1)(a) & (c) rates, (f) ins. text | 609/99 | 01/08/99 | 79 WAIG 1843 |
| (2) | 854/99 | 27/08/99 | 79 WAIG 3049 |
| Cl. | 654/00 | 01/08/00 | 80 WAIG 3379 |
| (1)(a) & (2) | 715/00 | 10/11/00 | 80 WAIG 5613 |
| Varied & Consolidated | 1744/00 | 30/1/01 | 81 WAIG 655 |
| Correcting Order | 1744/00 | 30/1/01 | 81 WAIG 933 |
| Cl. | 752/01 | 01/08/01 | 81 WAIG 1721 |
| (2) | 1019/01 | 7/01/02 | 82 WAIG 451 |
| Cl. | 797/02 | 01/08/02 | 82 WAIG 1369 |
| (1)(a) | 1849/02 | 02/12/02 | 83 WAIG 807 |
| Cl. (correction) | 1849/02 | 02/12/02 | 83 WAIG 1868 |

| | | | |
|---|---|---|---|
| Cl. | 569/03 | 5/06/03 | 83 WAIG 1899 & 2573 |
| Cl. | 570/04 | 4/06/04 | 84 WAIG 1521 & 2011 |
| Cl. | 576/05 | 07/07/05 | 85 WAIG 2089 & 2804 |
| Cl. | 957/05 | 07/07/06 | 86 WAIG 1631 & 2324 |
| Cl. | 1/07 | 01/07/07 | 87 WAIG 1487 & 2242 |
| Cl. | 115/07 | 01/07/08 | 88 WAIG 773 &1452 |
| Cl. | 1/09 | 01/10/09 | 89 WAIG 735 & 1884 |
| Cl. | 2/10 | 01/07/10 | 90 WAIG 568 & 1281 |
| Cl. | 2/11 | 01/07/11 | 91 WAIG 1088 & 1681 |
| Cl. | 2/12 | 01/07/12 | 92 WAIG 1434 |
| Cl. | 1/13 | 01/07/13 | 93 WAIG 1102 |
| Cl. | 1/14 | 01/07/14 | 94 WAIG 1318 |

(18. Payment of Wages)

| | | | |
|---|---|---|---|
| (4) | 1430/89(R) | 21/11/89 | 70 WAIG 487 |
| (4) | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |
| Cl.&Title | 1432/92 | 27/05/93 | 73 WAIG 1542 |

**18. Part-Time Employees**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**19. Higher Duties**

| | | | |
|---|---|---|---|
| (3) | 1430/89(R) | 21/11/89 | 70 WAIG 487 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |
| Cl | 1849/02 | 02/12/02 | 83 WAIG 807 |

**20. Special Rates and Conditions**

| | | | |
|---|---|---|---|
| (6) | 278/89 | 01/01/89 | 69 WAIG 2297 |
| Cl. | 1430/89(R) | 21/11/89 | 70 WAIG 487 |
| (1);(3);(4);(5); (6)(c);(7)(d) | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |
| amounts (1),(3),(5),(6)(c) & (7)(d); Ins.(9) | 1432/92 | 27/05/93 | 73 WAIG 1542 |
| Cl. | 1064/98 | 20/07/98 | 78 WAIG 4361 |
| (1), (3), (4), (5), (6)(c) & (7)(d) | 854/99 | 27/08/99 | 79 WAIG 3049 |
| (1), (3), (5), (6)(c) & (7)(d) | 715/00 | 10/11/00 | 80 WAIG 5613 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

(21. District Allowance)

| | | | |
|---|---|---|---|
| (6) G.O. | 241/91 | 01/01/90 | 71 WAIG 2007 |
| Corrected Order G.O. | 241/91 | 01/01/90 | 71 WAIG 2007 |
| (6) G.O. | 280/91 | 01/01/91 | 71 WAIG 2007 |
| Corrected Order G.O. | 280/91 | 01/01/91 | 71 WAIG 2007 |
| Cl.&Title | 1432/92 | 27/05/93 | 73 WAIG 1542 |

**21. Dispute Settlement Procedure**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**22. Change Rooms and Mess Facilities**

| | | | |
|---|---|---|---|
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

(23. Protective Clothing and Equipment)

| | | | |
|---|---|---|---|
| (3) | 1430/89(R) | 21/11/89 | 70 WAIG 487 |
| Cl. & Title deleted | 1744/00 | 22/12/00 | 81 WAIG 655 |

(24. Transfers and Termination)

| | | | |
|---|---|---|---|
| Cl. & Title deleted | 1744/00 | 22/12/00 | 81 WAIG 655 |

(25. Fares and Travelling)

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(26. Right of Entry)

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(27. Time and Wages Record)

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(28. Posting of Award)

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(29. No Reduction)

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(30. Deduction of Union Subscriptions)

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(31. Trade Union Training Leave)

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(32. Leave to Attend Union Business)

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(33. Part-Time Employees)

| | | | |
|---|---|---|---|
| Ins clause | 1430/89(R) | 21/11/89 | 70 WAIG 487 |
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(34. Jury Service)

| | | | |
|---|---|---|---|
| Ins clause | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(35. Dispute Settlement Procedure)

| | | | |
|---|---|---|---|
| Ins clause | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(36. Award Modernisation)

| | | | |
|---|---|---|---|
| Ins clause | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

(37. Introduction of Change)

| | | | |
|---|---|---|---|
| Ins clause | 177/90(R2) | 01/08/90 | 70 WAIG 4096 |

| | | | |
|---|---|---|---|
| Del. Cl. | 1432/92 | 27/05/93 | 73 WAIG 1542 |

**Appendix - Resolution of Disputes Requirements**

| | | | |
|---|---|---|---|
| Ins. Appendix | 693/96 | 16/07/96 | 76 WAIG 2768 |
| App | 2053/97 | 22/11/97 | 77 WAIG 3079 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |

**Schedule A - Parties to the Award**

| | | | |
|---|---|---|---|
| Ins. Sch. | 580/93 | 30/04/93 | 73 WAIG 1950 |
| Text | 854/99 | 27/08/99 | 79 WAIG 3049 |
| Sch. | 715/00 | 10/11/00 | 80 WAIG 5613 |
| Varied & Consolidated | 1744/00 | 22/12/00 | 81 WAIG 655 |
| Sch. | 71/12 | 20/12/12 | 93 WAIG 27 |