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THE mode of citation of this volume of the Western Australian Industrial Gazette will be as follows:—

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THIS EXTRA SUB-PART IS PUBLISHED DUE TO THE STATE WAGE CASE GENERAL ORDER. CUMULATIVE CONTENTS AND DIGEST APPEAR AT THE END OF THIS PUBLICATION

"Clauses of Awards as varied by the General Order of the Commission in Court Session in Application 1 of 2024 dated 12th June 2024. The awards are amended by the General Order, including that the rates payable are to be increased on and from the commencement of the first pay period on or after 1 July 2024. Reasons for Decision and Orders were published in the July WAIG, Vol. 104—Part 2, Subpart 1 at pages 731 – 762."

VARIATION SCHEDULES—

2024 WAIRC 00640

Performers Live Award (WA) 1993

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

7. - RATES OF PAY

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

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

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

(1) Engaged by the Week (age sixteen and over)	PER WEEK $	ASNA $	TOTAL $
(a) (i) Speciality Artiste:			
Solo	498.60	623.60	1122.20
Duo (each)	468.50	613.80	1082.30
Trio (each	453.10	611.70	1064.80
Quartet or an act of more than four artists (each)	437.00	607.40	1044.40
(ii) Variety Artist	468.50	613.80	1082.30
(iii) Vocalist	453.10	611.70	1064.80
(iv) Actor or Actress	416.80	599.30	1016.10
(v) Ballet or Chorus	398.80	592.50	991.30
(vi) Model	398.80	592.50	991.30
(b) Skaters:			
(i) Solo, Duo or Speciality Artist	416.80	599.30	1016.10
(ii) Employee engaged only in a skating ensemble	398.80	592.50	991.30
(c) Aquatic Artists:			
(i) Other than member of an aquatic ensemble	416.80	599.30	1016.10
(ii) Aquatic ensemble - employee engaged therein only	398.80	592.50	991.30
(d) (i) Supernumeraries engaged by the week shall be paid $19.13 per hour with a minimum payment for a week of			945.30
(ii) Supernumeraries on tour shall be paid the ballet of chorus rate of pay together with the touring allowance as hereinafter specified.			

(e) A walking understudy and/or supernumerary understudying one of the other roles in a theatrical production and any other employees speaking not more than 80 words in the production shall be paid as follows:

16 years of age and over	$	$	$
- not on tour - at the rate per week of	398.80	592.50	991.30
- on tour, plus the touring allowance as hereinafter specified	416.80	599.30	1016.10

(f) A member of the chorus or ballet or skating ensemble or a showperson or model speaking not less than seven lines containing in the aggregate not less than 30 words, or singing and/or dancing solo not less than 24 bars of music, shall be paid an additional sum of one percent of the minimum weekly award rate for an extra per performance.

(g) An employee who as part of the employee's duties is required by the employer to act as a stage manager or an assistant stage manager shall be paid in addition to the applicable weekly rate hereinbefore specified twelve percent or six percent respectively of the minimum weekly award rate for an Actor or Actress per week.

(h) A member of the ballet or chorus or skating or aquatic ensemble who acts as deputy ballet or chorus or skating or aquatic ensemble director or who, under instruction and supervision of the producer or stage manager and/or employer, supervises the number of acts to be performed by the skating or aquatic ensemble as the case may be, during a performance or rehearsal shall be paid not less than six percent of the minimum weekly award rate for an Actor or Actress per week, in addition to the per week rate.

(i) If an employee is required by the employer to act as understudy the employee shall be paid an additional amount per week for each part understudied as follows:

		$
(i)	Star Role	37.55
(ii)	Leading Role	25.05
(iii)	Actor/Actress	12.52
(iv)	Supporting Role	9.37

(j) If an employee is required to perform in a role which the employee is acting as understudy the employee shall be paid an additional amount per performance as follows:

		$
(i)	Star Role	62.58
(ii)	Leading Role	43.80
(iii)	Actor/Actress	31.28
(iv)	Supporting Role	18.78

Provided that: aggregate of payments to swing performers may not exceed contracted salaries paid to the employees whose part is understudied either on a pro-rata or weekly basis. The additional payments prescribed in this paragraph and in the preceding paragraph shall not apply in the case of ensemble companies.

(k) An employee who agrees to pose as a nude or semi-nude shall be paid not less than an additional 2.5 percent of the minimum weekly award rate for an Actor or Actress per performance.

(l) An employee who is required to perform work as a driver or as a person in charge whilst on tour shall be paid not less than 7.5 percent of the minimum weekly award rate for an Actor or Actress per week in addition to the per week rate.

(m) A performer not taking part in a production for which the performer is required to record a voice over tape shall be paid a once off fee at least equal to fifty percent of the weekly award rate for an Actor or Actress as prescribed in subparagraph (iv) of paragraph (a) of this subclause for each hour or part thereof taken in the process of recording. Such fee shall apply to the use of the recording during the initial run of the production in the theatre in which it is being played or in the case of Theatre-in-Education for its initial tour or schools or other venues. Any change in venue or extension of the run of the production including any tour will require a further once off fee at least equal to the initial fee paid to such performer.

(n) If an employee is required by the employer to perform in such a manner which leads to the employee being charged with an offence, the employer shall be responsible for all legal and other costs associated with the employee's appearance in court proceedings and any fines ordered against the employee.

(o) The following rates apply to juvenile performers for a maximum of four performances per week:

		Percentage of the applicable adult weekly rate
(i)	fourteen years of age and under	
	Not on tour	45 percent
	On tour to be paid the applicable adult rate	
(ii)	Over fourteen years and under sixteen years	
	Not on tour	55 percent
	On tour to be paid the applicable adult rate	

(2) Rehearsals

Prior to commencement of performances:

(a) An employee who attends rehearsals only at the direction of an employer for a future production and who is not at that time employed in any current production on a weekly basis by that employer shall, for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production, be paid the appropriate rate laid down in paragraph (a) of subclause (1) of this clause.

(b) If any employee is engaged for employment and is directed to rehearse in another town or towns or city or cities other than that in which the employee was engaged the employee shall be paid the applicable weekly wage and in addition shall be paid the touring allowance specified in Clause 16. - Travelling of this award.

(c) Rehearsals shall be regarded as continuous from the day of the first call to the day of the opening performance inclusive.

(3) Engaged Casually

(a) Performance

(i) Casual employees (other than variety artists) who are aged sixteen years or over shall for each performance be paid one-sixth, plus fifteen percent thereof of the appropriate per week adult rate as set out in subclause (1) of this clause. The maximum length of any such performances shall be three hours (exclusive of any making up or taking off), provided that any performance of longer duration shall be paid at the rate specified in paragraph (a) of subclause (2) of Clause 12. - Overtime of this award.

(ii) An employee aged sixteen years or over engaged as a vocalist, variety artist or as an "act" for each performance shall be paid one-fifth plus fifteen percent thereof of the appropriate per week adult rate as set out in subclause (1) of this clause. The maximum length of any such performances (exclusive of making up or taking off) shall be three hours, provided that any performance of longer duration shall be paid at the rate specified in paragraph (a) of subclause (2) of Clause 12. - Overtime of this award.

(iii) Casual employees aged fourteen years and under those aged fifteen years shall be paid 45 and 55 percent respectively of the rates set out in subparagraphs (i) and (ii) above.

(b) Rehearsals

(i) An employee aged sixteen years or over who is required to rehearse by the employer shall be paid the rate of $21.57 for one hour (minimum) and over one hour at the rate of $10.79 per half hour or part thereof, provided however that if the employee desires to leave the rehearsal before the completion of one hour's rehearsal payment shall be at the rate of $10.79 per half hour or part thereof for the time actually worked.

(ii) Any rehearsals required of employees aged fourteen years and under or those aged fifteen years shall be paid for at 45 and 55 percent respectively of the above rates.

(c) Casual supernumeraries shall be paid at $22.96 per hour with a minimum call for performances of three hours and for rehearsals of two hours.

(4) If an engagement which has been made is cancelled by the employer at a time which is less than ten days prior to the date of the performance/rehearsal for which the employee was engaged, the employee shall receive payment in full. If an open air performance/rehearsal is postponed because of rain the employee shall receive half the fee if such employee is re-engaged for a subsequent presentation not later than three weeks after the date of the postponement otherwise the employee shall receive full payment. Where an open air performance/rehearsal is abandoned because of rain the employee shall be paid in full.

(5) Except in the case of supernumeraries all such engagements shall be made in writing and such document shall specify the date and place of the performance and the fee to be paid to the employee and shall be signed by the employer.

(6) Provision of Meals

(a) If an employee is required by an employer to appear in any place where meals and/or light refreshments are served to the public the employer shall provide at the employer's expense, a meal for that employee if the total spread of employee's work is over a period of more than four hours from beginning to end.

Such meal shall be of the type and quality supplied to the public at the employer's establishment. Should the employer fail to provide the employee with such meal the employer shall pay the employee a sum equivalent to three percent of the minimum weekly award rate for an Actor or Actress in lieu thereof.

(b) When an employee takes part in addition to the ordinary evening performance, in an intermediate performance commencing at between 5.00pm and 6.15pm, the employer shall provide a satisfactory meal to such employee or pay to such employee a meal allowance equivalent to three percent of the minimum weekly award rate for an Actor or Actress for his/her evening meal, and shall also provide tea and coffee or the ingredients and facilities to make and serve same.

(7) Subclauses (7) and (8) apply whenever a State Wage Case decision is issued by the Commission, increasing adult rates of pay in State awards by a flat dollar amount.

(8) The State Wage Case increase is to be applied to adult weekly rates of pay in this award in accordance with the following formula:

Step 1: Divide the flat dollar increase by 38 (and round to the nearest cent)

Step 2: Multiply the figure calculated in Step 1 by 40

Example: The Commission awards an $18.00 per week increase to adult weekly rates of pay

Step 1 = $18.00 ÷38 = $0.47

Step 2 = $0.47 x 40 = $18.80

In this example adult weekly rates of pay would be increased by $18.80 per week.

2024 WAIRC 00641

Pest Control Industry Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

19. - WAGES

(1) Classifications

(a) 'Probationary Operator' means an employee who has less than 3 months demonstrated experience in the pest control industry and who has not completed an accredited course in pest control techniques. At this level an employee shall work under direct supervision.

(b) 'Operator Grade 1' means an employee who has completed 3 months probationary employment and who holds a provisional pest controllers license and is used to perform uncomplicated work. At this level an employee shall perform all the work of a Probationary operator and shall –

(i) work individually under general supervision on work that is of a routine nature;

(ii) be able to read, understand and work from simple plans;

(iii) maintain equipment and perform minor repairs; and

(iv) apply safety precautions to their own work within the context of established procedures.

(c) 'Qualified Operator Grade 2' means an employee who has obtained a Certificate 2 in Pest Control as described in the Asset Maintenance National Pest Control Competency Framework and/or is licensed by the Public Health Department and who has at least 12 months demonstrated experience in the pest control industry. At this level an employee shall perform the work of all lower levels in addition to other functions outlined below –

(i) understands and applies quality control techniques;

(ii) understands and works from complex plans instructions and procedures;

(iii) co-ordinates work in a team environment and works individually under general instruction;

(iv) is responsible for assuring the quality of their own work;

(v) exercises good interpersonal and communication skills;

(vi) exercises discretion in decision making; and

(vii) assists in training of employees including trainees.

(d) 'Qualified Operator Grade 3' means an employee who has obtained a certificate 3 in Pest Control as described in the Asset Maintenance National Pest Control Competency Framework and/or is licensed by the Public Health Department to carry out all forms of pest control used by the employer in the enterprise (including termite control) and uses those skills. At this level an employee shall perform the work of all lower levels and in addition shall work unsupervised and use discretion to make complex decisions involved in the performance of their duties.

(e) 'Qualified Operator Grade 4' means an employee who is able to perform the duties of all lower levels and is used in a supervisory capacity.

(2) Wages

(a) The minimum weekly rate of wage payable to employees under this award shall be as follows:

Adult Employees	Weekly Rate$
Probationary Operator Under Supervision	918.60
Operator Grade 1	944.40
Qualified Operator Grade 2	982.80
Qualified Operator Grade 3	1017.00
Qualified Operator Grade 4	1072.30

(3) Leading Hands

Employees appointed by the employer as a Leading Hand shall be paid the following amounts in addition to the ordinary rate of pay.

		$
(a)	If placed in charge of not less than 3 and more than 10 other employees	21.20
(b)	If placed in charge of more than 10 and not more than 20 other employees	32.60
(c)	If placed in charge of more than 20 other employees	42.10

(4) Junior Employees

Junior Employees shall be paid the applicable percentage of the weekly wage of a Qualified Operator:

	%
Under 16 years of Age	40
At 16 years of Age	50
At 17 years of Age	60

(5) For the purpose of this clause 'experience' shall mean experience with any employer in the pest control industry provided that the employer shall not be required to accept any or all of such experience up to the time of engagement where the employee has not been engaged in any of the classification contained within this clause for a period of twelve months or more. The onus of proof of previous experience shall rest with the employee concerned, who shall produce a certificate signed by the previous employer setting out the details of such previous experience.

2024 WAIRC 00642

Photographic Industry Award, 1980

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

12. - WAGES

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

Base Rate$	Arbitrated Safety Net Adjustments$	Minimum Rate$

SECTION A:			
Portrait Advertising And Commercial Studios:			
(a) Photographer	348.50	577.90	926.40
(b) All others -			
First three months.			897.90
(c) All others - Thereafter	338.30	575.70	914.00
SECTION B:			
Developing, Printing And Finishing Establishments:			
(a) Colour filter determinator			
Custom colour enlargement printer			
Colour printer controller	356.50	580.00	936.50
(b) Rack and tank colour film processor machine operator			
Colour enlargement printer			
Colour quality corrector			
Kit mixing operator			
Colour printer operator	348.50	577.90	926.40
(c) Rack and tank black and white film processor			
Black and white enlargement printer			
Black and white printer operator	341.10	576.20	917.30
(d) All others -			
First three months			897.90
(e) All others - Thereafter	338.30	575.70	914.00

SECTION C

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

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

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

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

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

(3) LEADING HANDS:

In addition to the rates prescribed herein, any employee appointed by the employer as a leading hand and placed in charge of not less than 3 and not more than 10 other employees, shall be paid $27.05 per week.

In addition to the rates prescribed herein, a leading hand placed in charge of more than 10 and not more than 20 other employees shall be paid $41.35 per week.

2024 WAIRC 00643

Pipe, Tile and Pottery Manufacturing Industry Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

11. - WAGES

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

Classification	Rate Per Week	Supplementary Payment	TOTAL
ADULT EMPLOYEES	$	$	$
Machine Attendant Grade A	347.00	586.00	933.00
Machine Attendant Grade B	336.20	583.20	919.40
Fork Lift Driver	357.20	580.30	937.50
Millman Mixer	343.20	585.10	928.30
Moulder	343.20	585.10	928.30
Thrower	343.20	585.10	928.30

Setter Drawer	341.40	578.00	919.40
Junction Sticker	339.80	579.60	919.40
Pipe Machine Operator	336.20	587.70	923.90
Taker Off Pipes (Fully Automatic)	336.20	578.70	914.90
Lathe Machine Operator	336.20	587.70	923.90
Panperson	336.20	583.20	919.40
Taker Off Tiles	336.20	578.70	914.90
Gang Tile Drawer (Caversham)	336.20	578.70	914.90
Pot Machine Operator (Large) and/or Vent Machine Operator	336.20	596.80	933.00
Burnt Ware Sorter (Pipe Tester)	334.40	580.50	914.90
Plant Attendant Oiler	334.40	576.00	910.40
Pipe Drawer Assistant	332.10	578.30	910.40
Forking Tiles (Caversham)	332.10	578.30	910.40
Packer (Dispatch)	332.10	578.30	910.40
Hand Colour Sprayer	332.10	582.80	914.90
Slipper	332.10	578.30	910.40
Cleaner (Flue and Oil Burner)	332.10	578.30	910.40
Ridge Maker	332.10	582.80	914.90
All Others	322.50	578.80	901.30

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

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

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

(2) JUNIOR EMPLOYEES:

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

(3) LEADING HANDS:

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

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

APPENDIX

5 . - WAGES

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

Classification	Rate Per Week	Supplementary Payment	Award Rate
Adult Employees:	$	$	$
Machine Attendant Grade I	353.00	593.40	946.40
Machine Attendant Grade II	353.00	580.00	933.00
Machine Attendant Grade III	337.90	581.50	919.40
Fork Lift Driver	357.20	580.30	937.50
All Others	322.50	578.80	901.30

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

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

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

(ii) The supplementary payment set out in this clause is to be paid in addition to the base rates prescribed by this clause, and the total rate prescribed by this clause is the award rate of pay prescribed by this clause for the respective classification.

(iii) The supplementary payment set out in this clause represents payment in lieu of equivalent overaward payments.

(iv) "Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus" or any term whatsoever) which an employee would receive in excess of the "award wage". Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the award.

(2)

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

(3) LEADING HANDS:

	Rate Per Week$
In Charge of in charge of not less than three and not more than ten other employees	$16.15

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

2024 WAIRC 00644

Plaster, Plasterglass and Cement Workers' Award No. A 29 of 1989

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

13. - WAGES

			Wage Per Week$	Arbitrated Safety Net$	Total Wage Per Week$
(1)	(a)	Modeller	408.90	592.50	1001.40
		Tool Allowance			1.44
	(b)	Plaster Caster	386.15	587.05	973.20
	(c)	Plaster Caster (Mechanical)	362.35	581.45	943.80
	(d)	Labourers	342.10	576.50	918.60
	(e)	Cement employee	338.25	575.75	914.00
	(f)	Trainee Casters – up to 40 per cent proficiency			897.90

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

(g)	Plant Operator	897.90	
(h)	Bagger	897.90	
(i)	Washer	897.90	
(j)	Front End Loader	897.90	
(k)	Fork Lift Driver	897.90	
(2)	Junior Employees Under 21 years of age		808.10
	Under 20 years of age		718.30
	Under 19 years of age		628.50

(3) Apprentice Modellers –

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

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

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

(5) The rates of pay in this award include the arbitrated safety net adjustment payable under the June 1998 State Wage Case Decision. This arbitrated safety net adjustment shall be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates

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

Increases made under previous State Wage Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

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

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

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

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

2024 WAIRC 00645

Plywood and Veneer Workers Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

SCHEDULE 1. - RATES OF PAY

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

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

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

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

1. Rates of Pay Per Week:-

	Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment $	Total Rate$
Group A				
First Year	390.37	15.50	591.73	997.60
Thereafter	395.04	15.50	592.96	1003.50
Group B				
First Year	378.46	15.50	588.94	982.90
Thereafter	384.07	15.50	590.13	989.70
Group C				
First Year	363.75	15.50	585.45	964.70
Thereafter	368.42	15.50	586.58	970.50
Group D				
First Year	355.34	15.50	583.36	954.20
Thereafter	361.42	15.50	584.68	961.60
Group E				
First Year	348.63	15.50	581.77	945.90
Thereafter	352.19	15.50	582.71	950.40
Group F				
First Year	342.97	15.50	580.23	938.70
Thereafter	348.57	15.50	581.73	945.80
Group G				
First Year	338.76	15.50	579.34	933.60
Thereafter	344.02	15.50	580.58	940.10
Group H				
First Year	332.69	15.50	577.91	926.10
Thereafter	338.53	15.50	579.27	933.30
Group I				
First Year	325.22	15.50	576.18	916.90
Thereafter	330.59	15.50	577.41	923.50
Group J				
First Year	315.41	15.50	573.79	904.70
Thereafter	321.95	15.50	575.25	912.70

2.	**Classification**	**Group**
(1)	Man in charge of log yard and/or powercross cut saw	G
(2)	Veneer Lathe Machinist over 3ft 6ins	C
(3)	Veneer Lathe Machinist 3ft 6ins or under	D
(4)	Veneer Lathe Operator 3ft 6ins	E
(5)	Veneer Lathe Operator 3ft 6ins or under	F
(6)	Operator of veneer slicing machine	E
(7)	Operator of power operated Guillotine who trues final fancy veneer edges	E

(8)	Guillotine assistant	H
(9)	Plywood Scarfing Machinist, who scarfs set up, presses and cleans off	E
(10)	Feeders and Assistants on Driers	H
(11)	Core or Centre Layer	E
(12)	Plywood Press and overlay press operator	E
(13)	Plywood Press and overlay press assistant	H
(14)	Panel Sawyer	E
(15)	Core Sawyer	F
(16)	Glue or Casein Mixer	H
(17)	Operator of 4 edge automatic plywood trimming machine using parallel saws	E
(18)	Drum sander machinist	F
(19)	Minami automatic continuous feed cross belt sander operator	E
(20)	Belt sander machinist	H
(21)	Grader of finished panel products	H
(22)	Crater for assembling and despatch	H
(23)	Taping and Tapeless Veneer jointing machinist	H
(24)	Centre feeder and/or Core Feeder	H
(25)	Assistant to Lathe or Slicer Operator	H
(26)	Guillotine Operator not elsewhere included	H
(27)	Operator Groover and Slotter	E
(28)	Workers employed in any calling not described in this clause	J

		Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment $	Total Rate $
(29)	Tractor using power operated attachments				
(a)	35 b.h.p. and under	346.70	15.50	581.40	943.60
(b)	over 35 b.h.p. and under 70 b.h.p	354.29	15.50	582.91	952.70
(c)	over 70 b h p. and under 130 b.h.p	359.78	15.50	584.32	959.60
(d)	over 130 b.h.p. and under 230 b.h.p.	362.58	15.50	585.02	963.10
(e)	over 230 b.h.p	363.99	15.50	585.51	965.00
(30)	Fork Lift Operator				
(a)	Up to 10000 lbs lifting capacity	371.93	15.50	587.27	974.70
(b)	Over 10000 lbs and up to 20000 lb capacity	376.13	15.50	588.17	979.80
(c)	Over 20000 lbs capacity	376.83	15.50	588.37	980.70
(31)	Power Grader Operator -				
(a)	Under 50 net engine horse-power	360.48	15.50	584.52	960.50
(b)	Between 50 and 100 net engine horse- power	364.34	15.50	585.46	965.30
(c)	Over 100 net engine horse-power	370.17	15.50	586.93	972.60
(32)	Straddle Carrier Driver -				
(a)	Who operates within the confines of the employer's property	375.54	15.50	588.16	979.20
(b)	Other	379.75	15.50	589.15	984.40
(33)	Driver of Motor Vehicles -				
(a)	Not exceeding 25 cwt capacity	363.17	15.50	585.13	963.80
(b)	Exceeding 25 cwt but under 3 tons	367.60	15.50	586.30	969.40

(c)	Exceeding 3 tons but under 6 tons	371.93	15.50	587.27	974.70
(d)	Exceeding 6 tons but under 7 tons	372.74	15.50	587.36	975.60
(e)	Exceeding 7 tons but under 8 tons	375.08	15.50	588.02	978.60
(f)	Exceeding 8 tons but under 9 tons	375.43	15.50	588.17	979.10
(g)	Exceeding 9 tons but under 10 tons	376.19	15.50	588.21	979.90
(h)	Exceeding 10 tons but under 11 tons	376.83	15.50	588.37	980.70
(i)	Exceeding 11 tons but under 12 tons	378.11	15.50	588.99	982.60
(j)	Exceeding 12 tons but under 13 tons	379.16	15.50	589.04	983.70
(k)	Exceeding 13 tons but under 14 tons	380.22	15.50	589.28	985.00
(l)	Exceeding 14 tons but under 15 tons	381.27	15.50	589.43	986.20
(m)	Exceeding 15 tons but under 16 tons	382.08	15.50	589.82	987.40
(n)	Exceeding 16 tons but under 17 tons	382.43	15.50	589.77	987.70
(o)	Exceeding 17 tons but under 18 tons	383.25	15.50	590.05	988.80
(p)	Exceeding 18 tons but under 19 tons	384.19	15.50	590.31	990.00
(q)	Exceeding 19 tons but under 20 tons	385.24	15.50	590.46	991.20
(r)	Exceeding 20 tons but under 21 tons	386.40	15.50	590.60	992.50
(s)	Exceeding 21 tons but under 22 tons	387.34	15.50	590.86	993.70
(t)	Exceeding 22 tons but under 23 tons	387.81	15.50	591.29	994.60
(u)	Exceeding 23 tons and over	388.27	15.50	591.43	995.20

Driver of a Motor Vehicle (not being tractor) drawing a trailer:-

For a loaded single-axle trailer $1.70 cents per day extra, or for an empty single-axle trailer $2.15 cents per day extra, or for any other empty trailer $1.25 cents per day extra.

An employee who in the course of their employment drives a vehicle with self loading equipment which requires the possession of a Certificate of Competency shall be paid an extra $11.70 per week.

		Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment$	Total Rate$
(34)	Driver of Articulated Vehicles				
	Not exceeding 9 ton capacity	380.80	15.50	589.40	985.70
	9 tons and over but under 10 tons	381.97	15.50	589.83	987.30
	10 tons and over but under 11 tons	382.32	15.50	589.78	987.60
	11 tons and over but under 12 tons	383.02	15.50	589.98	988.50
	12 tons and over but under 13 tons	383.37	15.50	590.03	988.90
	13 tons and over but under 14 tons	384.42	15.50	590.38	990.30
	14 tons and over but under 15 tons	386.05	15.50	590.65	992.20
	15 tons and over but under 16 tons	386.52	15.50	590.68	992.70
	16 tons and over but under 17 tons	387.45	15.50	590.85	993.80
	17 tons and over but under 18 tons	388.16	15.50	591.44	995.10
	18 tons and over but under 19 tons	389.56	15.50	591.44	996.50
	19 tons and over but under 20 tons	390.49	15.50	591.71	997.70
	20 tons and over but under 21 tons	390.96	15.50	591.74	998.20
	21 tons and over but under 22 tons	391.78	15.50	592.12	999.40
	22 tons and over but under 23 tons	392.94	15.50	592.26	1000.70
	23 tons and over but under 24 tons	393.99	15.50	592.51	1002.00
	24 tons and over but under 25 tons	394.69	15.50	592.71	1002.90
	25 tons and over but under 26 tons	395.16	15.50	592.94	1003.60
	26 tons and over but under 27 tons	395.98	15.50	593.12	1004.60
	27 tons and over but under 28 tons	397.26	15.50	593.34	1006.10

	28 tons and over but under 29 tons	397.96	15.50	593.34	1006.80
	29 tons and over but under 30 tons	398.78	15.50	593.82	1008.10
	30 tons and over but under 31 tons	399.60	15.50	596.50	1011.60
	31 tons and over but under 32 tons	400.77	15.50	596.73	1013.00
	32 tons and over but under 33 tons	401.88	15.50	599.92	1017.30
	33 tons and over but under 34 tons	402.28	15.50	600.02	1017.80
	34 tons and over but under 35 tons	403.10	15.50	600.40	1019.00
	35 tons and over but under 36 tons	404.27	15.50	600.83	1020.60
	36 tons and over but under 37 tons	405.55	15.50	601.25	1022.30
	37 tons and over but under 38 tons	406.37	15.50	601.43	1023.30
	38 tons and over but under 39 tons	407.07	15.50	601.63	1024.20
	39 tons and over but under 40 tons	407.77	15.50	601.93	1025.20
	40 tons and over but under 41 tons	409.52	15.50	602.38	1027.40
	41 tons and over but under 42 tons	410.22	15.50	602.68	1028.40
	42 tons and over but under 43 tons	411.27	15.50	602.93	1029.70
	43 tons and over but under 44 tons	412.56	15.50	603.64	1031.70
	44 tons and over but under 45 tons	413.38	15.50	603.72	1032.60
	45 tons and over but under 46 tons	414.19	15.50	603.91	1033.60
	46 tons and over but under 47 tons	415.83	15.50	604.37	1035.70
	47 tons and over but under 48 tons	416.41	15.50	604.79	1036.70
	48 tons and over but under 49 tons	417.35	15.50	604.95	1037.80
	49 tons and over but under 50 tons	418.16	15.50	605.44	1039.10
	50 tons and over but under 51 tons	419.33	15.50	605.57	1040.40
	51 tons and over but under 52 tons	420.27	15.50	606.03	1041.80
	52 tons and over but under 53 tons	421.32	15.50	606.28	1043.10
	53 tons and over but under 54 tons	422.25	15.50	606.65	1044.40
	54 tons and over but under 55 tons	423.30	15.50	606.90	1045.70
	55 tons and over	424.24	15.50	607.26	1047.00
(35)	Driver of Double Articulated Vehicle or Road Train:-				
	Not exceeding 31 ton capacity	405.20	15.50	601.20	1021.90
	31 tons and over but under 32 tons	405.67	15.50	601.23	1022.40
	32 tons and over but under 33 tons	406.49	15.50	601.41	1023.40
	33 tons and over but under 34 tons	407.19	15.50	601.61	1024.30
	34 tons and over but under 35 tons	408.12	15.50	601.98	1025.60
	35 tons and over but under 36 tons	409.29	15.50	602.41	1027.20
	36 tons and over but under 37 tons	409.76	15.50	602.44	1027.70
	37 tons and over but under 38 tons	410.46	15.50	602.74	1028.70
	38 tons and over but under 39 tons	410.92	15.50	602.88	1029.30
	39 tons and over but under 40 tons	412.56	15.50	603.64	1031.70
	40 tons and over but under 41 tons	413.61	15.50	603.79	1032.90
	41 tons and over but under 42 tons	414.19	15.50	603.91	1033.60
	42 tons and over but under 43 tons	415.24	15.50	604.26	1035.00
	43 tons and over but under 44 tons	416.18	15.50	604.72	1036.40
	44 tons and over but under 45 tons	416.76	15.50	604.84	1037.10
	45 tons and over but under 46 tons	417.70	15.50	605.20	1038.40
	46 tons and over but under 47 tons	418.63	15.50	605.37	1039.50
	47 tons and over but under 48 tons	419.33	15.50	605.57	1040.40
	48 tons and over but under 49 tons	420.15	15.50	605.95	1041.60
	49 tons and over but under 50 tons	421.32	15.50	606.28	1043.10
	50 tons and over but under 51 tons	422.13	15.50	606.67	1044.30
	51 tons and over but under 52 tons	422.72	15.50	606.78	1045.00
	52 tons and over but under 53 tons	423.65	15.50	606.85	1046.00
	53 tons and over but under 54 tons	424.59	15.50	607.41	1047.50
	54 tons and over but under 55 tons	425.52	15.50	607.78	1048.80
	55 tons and over	426.34	15.50	607.96	1049.80
(36)	Tow Motor Operator	358.38	15.50	584.02	957.90

Group

(37) Driver of Logging Tractor B

(38) Crane or Fork Lift Assistant I

3. **Junior Workers**

Junior employees rates are the relevant percentage of "Group J - Thereafter" wage rate:

	%	Base Rate$	Supplementary Payment $	Arbitrated Safety Net Adjustment $	Total Rate $
Between 16 and 17 years of age	50	160.98	7.75	287.67	456.40

Between 17 and 18 years of age	60	193.17	9.30	345.13	547.60
Between 18 and 19 years of age	70	225.37	10.85	402.68	638.90

4. **Leading Hands**:-

(a) Any employee placed by the employer in charge of not less than three and not more than ten other workers shall be paid $19.00 per week extra.

(b) Any employee placed by the employer in charge of more than ten other workers shall be paid $28.70 per week extra.

(c) Any employee placed by the employer in charge of more than twenty other employees shall be paid $37.10 per week extra.

5. **Supplementary Payments**:-

(a) The supplementary payments as prescribed in this Schedule are in substitution for any over-award payments as defined hereunder. Any such over award payment shall be reduced by the amount of supplementary payment prescribed for the classification concerned.

(b) "Over Award Payment" is defined as the amount (whether it be termed "over-award payment", "attendance bonus", "service pay" or any term whatsoever) which an employee would receive in excess of the Award Rate for the classification in which such employee is engaged. Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this award.

(c) Subject to clause 6 of this Schedule, the Award Rate prescribed in clauses 1, 2 and 3 of this Schedule and which includes the supplementary payment shall be paid for all purposes of the Award.

(d) The Supplementary payments prescribed by this Schedule shall not be payable to new employees during the first month of employment.

6. **Calculation of Wage Rates - State Wage Case Decision**:-

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

(a) Where the State Wage Case Decision provides that Award wages be increased by a flat amount, that amount shall be applied to the Base Rate only.

(b) Where the State Wage Case Decision provides that Award wages be increased by a percentage amount, that amount shall be applied to the Base Rate and the Supplementary Payment.

Such percentage increase shall also apply to the Leading Hand Allowances, the Special Payment and the Disability Allowances.

(c) In the instances outlined in paragraphs (a) and (b) hereof the new Award Rate shall be calculated by adding the Award Base Rate and the Supplementary Payment.

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

2024 WAIRC 00646

Plywood and Veneer Workers' Award, 1952

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

5. – WAGES

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

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

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

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

	Rate of Wage $	Supplementary Payment $	ASNA $	Award Rate $
Grade 1				897.90
Trainee Operator				
Factory/Yard Hand				
In/Out Feeder Assistant				
Hogger				
Cover Layer				
Packaging				
Grade 2				897.90
Hilderbrand Dryer Infeed				
Schieldie Out/In Feed Control				
Asst. to Lathe/ Slicer Op				

Panel Grader Asst Desp				
Sander Asst.				
Taping				
Glue Mixer				
Core Sawyer				
Press Assist.				
Edging - Pre Gluer				
Log Charger				
Kuper Operator				
Veneer Assemb.				
Grade 3				897.90
Guillotine				
Groover				
Core Feeder				
Splicer Operator				
Clipper Operator				
Chain/Log Operator				
Dryer Grader				
Sander Operator				
Grade 4				897.90
Core/Centre Layer				
Panel Sawyer				
Slicer Operator				
Press Operator				
Grade 5	362.70	15.90	538.20	916.80
Slicer Machinist				
Lathe Machinist				

(2) Junior Employees: (percentage of Grade I rate of wage $897.90 and supplementary payments prescribed)

	%	Rate of Wage $	Supplementary Payment $	ASNA $	Award Rate $
Between 15 and 16 years of age	40				359.20
Between 16 and 17 years of age	50				449.00
Between 17 and 18 years of age	60				538.70
Between 18 and 19 years of age	70				628.50
Between 19 and 20 years of age	80				718.30
Between 20 and 21 years of age	95				853.00

(3) Leading Hands:

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

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

(c) A leading hand, if placed in charge of more than twenty employees shall be paid $29.10 per week in addition to the appropriate wage prescribed.

(4) Supplementary Payment:

(a) The supplementary payments as prescribed in this Schedule are in substitution for any over award payments as defined hereunder. Any such over award payment shall be reduced by the amount of the supplementary payment prescribed for the classification concerned.

(b) "Over Award Payment" is defined as the amount (whether it be termed "over award payment", "attendance bonus", "service pay", or any term whatsoever) which an employee would receive in excess of the "Award Rate" for the classification in which such employee is engaged, provided that such payment shall exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this award.

(c) Subject to subclause (5) of this clause, the award rate prescribed in subclauses (1), (2) and (3) of this clause and which includes the supplementary payment also prescribed within this clause shall be paid for all purposes of the award.

(d) The supplementary payments prescribed by this clause shall not be payable to employees during the first month of employment.

(5) Calculation of Wage Rates - State Wage Case Decisions:

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

(a) Where the State Wage Case Decision provides that Award wages be increased by a flat amount, that amount shall be applied to the Base Rate only.

(b) Where the State Wage Case Decision provides that Award wages be increased by a percentage amount, that amount shall be applied to the Base Rate and the Supplementary Payment.

Such a percentage increase shall also apply to the Leading Hand Allowances, the Special Payment and the Disability Allowances.

(c) In the instances outlined in paragraphs (a) and (b) hereof the new Award Rate shall be calculated by adding the Award Base Rate and the Supplementary Payment.

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

2024 WAIRC 00647

Police Award 1965 - The

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

6. - SALARIES

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

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

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

Rank	Existing Salary $	Arbitrated Safety Net Adjustment $	Total Annual Salary $
(a) **Commissioned Officer Ranks**			
Commander	73,307	47,009	120,316
Chief Superintendent	71,551	46,435	117,986
Superintendent	64,688	44,195	108,883
Inspector - Base Rate	57,047	41,702	98,749
(b) **Sergeant Ranks**			
Senior Sergeant (Country OIC) Base Rate	48,192	38,812	87,004
Senior Sergeant	46,192	38,157	84,349
Sergeant (Country OIC) Base Rate	42,500	36,953	79,453
Sergeant	40,500	36,300	76,800
(c) **Other Ranks**			
Senior Constable (Country OIC) Base Rate	38,500	35,649	74,149
Senior Constable	36,500	34,997	71,497
First Class Constable	34,000	34,179	68,179
Constable			
5th year of service & thereafter	31,900	33,634	65,534
4th year of service	31,000	33,340	64,340
3rd year of service	30,100	33,047	63,147
2nd year of service	29,000	32,686	61,686
1st year of service	29,000	32,686	61,686
Recruit in Training	25,000	31,243	56,243
(d) **Aboriginal Police Liaison Officers**			
Senior Aboriginal Police Officers	30,487	33,171	63,658
First Class Aboriginal Police Liaison Officer	27,946	32,344	60,290
Aboriginal Police Liaison Officer	26,884	31,996	58,880

(e) The following transitionary arrangements applied to employees who as at 31 July 1992 were at the rank of Sergeant and qualified for promotion to the rank of Senior Sergeant.

(i) For employees at the substantive rank of Sergeant past service as a substantive Sergeant up to a maximum of six years was recognised and in addition to the rate for Sergeant - Base Rate the following additional amounts paid in recognition of that service.

Category A 2 years service but less than 4 years	$582 per annum
Category B 4 years service but less than 6 years	$1246 per annum
Category C 6 years service or more	$2201 per annum

(ii) Employees at the substantive rank of Sergeant who were not qualified for promotion to the rank of Senior Sergeant on 31 July 1992 but who passed examination for promotion to the rank of First Class Sergeant during 1992 translated in the same manner as those in subparagraph (i) of this paragraph effective from 18 December 1992.

(iii) Employees who were at the substantive rank of First Class Sergeant prior to 31 July 1992 translated to category C in subparagraph (i) of this paragraph.

(iv) Employees at the substantive rank of Sergeant and the brevet rank of First Class Sergeant prior to 31 July 1992 translate as category C in subparagraph (i) of this paragraph whilst in the brevet position and if qualified for promotion to the rank of Senior Sergeant at the time of reverting to Sergeant revert to the appropriate category in subparagraph (i) of this paragraph which recognises past service up to a maximum of 6 years since his/her substantive appointment at sergeant rank.

(f) With effect from 31 July 1992:

(i) Employees previously at the rank of Chief Inspector were in addition to the rate for Inspector - Base Rate paid a Performance Increment of $2940 per annum.

(ii) Employees at the rank of Inspector will be paid as Inspector - Base Rate and after 2 years substantive service at that rank will, subject to satisfactory performance assessed by an appropriate performance appraisal system, be eligible for a Performance Increment of $2940 per annum.

(iii) With effect from 12 March 1993 the amount of the Performance Increment is increased to $3003 per annum.

(g) With effect from 12 March 1993, in lieu of the amounts specified in subparagraph (i) of paragraph (e) the following additional amounts are payable:

Category A	$600 per annum
Category B	$1285 per annum
Category C	$2201 per annum

(h) With effect from the first pay period commencing on or after 31 July 1994 and subject to satisfactory performance assessed by an appropriate performance appraisal system, employees at the substantive rank of Senior Constable, Sergeant and Senior Sergeant are eligible to be paid Performance Increment 1.

In addition, subject to satisfactory performance assessed by an appropriate performance appraisal system, employees are eligible for Performance Increment 2 no earlier than 2 years after becoming eligible for Performance Increment 1.

Rank	Per Annum $
Senior Constable	
Performance Increment 1	600
Performance Increment 2	685
Sergeant	
Performance Increment 1	600
Performance Increment 2	685
Senior Sergeant	
Performance Increment 1	700
Performance Increment 2	900

(i) Hours worked in excess of 40 in a week on a voluntary basis at sporting or other public events shall be considered ordinary hours of duty and paid in accordance with the hourly rate prescribed in subclause (2) of this clause.

(2) (a) For the purpose of ascertaining the rate per fortnight the following formula will apply:

$$\frac{\text{annual salary} \times 12}{313}$$

(b) For the purpose of ascertaining the rate per day the following formula will apply:

$$\frac{\text{rate per fortnight}}{10}$$

(c) For the purpose of ascertaining the rate per hour the following formula will apply:

$$\frac{(\text{annual salary} \times 12) \div 313}{80}$$

(3) An employee's salary shall be paid by direct funds transfer to the credit of an account as nominated by the employee at a bank, building society or credit union approved by the Under Treasurer or an Accountable Officer; provided that where such form of payment is impracticable or where some exceptional circumstances exist, and by agreement between the Commissioner and the Union, payment by cheque may be made.

(4) A constable shall not proceed to the 3rd year of service salary increment until satisfactory completion of the two year probationary period. The application of this provision shall not apply to any employee engaged prior to 6 July 1990.

(5) Where an employee has previous relevant experience in the Western Australia Police Force the Commissioner may take this into consideration in re-engaging such an employee. The Commissioner has absolute discretion to:

(a) exempt the employee from undertaking part or full academy training; and/or

(b) waive the requirements for the employee to undertake a period of probation; and/or

(c) appoint the employee to a rank and salary which recognises the previous relevant police force experience.

(6) (a) A part-time employee shall be paid a proportion of the appropriate full-time salary contained in this clause dependent on the number of ordinary hours worked. The salary shall be calculated in accordance with the following formula:

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

(b) Subject to meeting the performance criteria applicable to a full-time employee a part-time employee shall be entitled to all available salary increments, on a pro rata basis by calculating the hours worked by the part-time employee each fortnight as a proportion of 80.

2024 WAIRC 00648

Port Hedland Port Authority Port Control Officers Award 1982

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

9. - SALARIES AND SALARY RANGES

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

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

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

RANGE 1	ASNA	$
1st year	30444	57669
2nd year	31350	60923
3rd year	31714	62409
4th year	32599	65997
5th year	32872	67540
RANGE 2		
1st year	32599	65997
2nd year	32872	67540
3rd year	34175	72834
4th year	34175	72834
5th year	34613	74606
RANGE 3		
1st year	32872	67540
2nd year	34175	72834
3rd year	34175	72834
4th year	34613	74606
RANGE 4		
1st year	34175	72834
2nd year	34613	74606

2024 WAIRC 00649

Poultry Breeding Farm & Hatchery Workers' Award 1976

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

9. - WAGES

The minimum weekly rates of wage payable to employees employed under this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder:

	Poultry Breeding Farms	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Rate $
	(a) General Hand - Maintenance			897.90
	(b) General Hand - Other			897.90
(2)	Hatcheries General Hand			897.90

(3) Junior Employees - Junior employees shall receive the prescribed percentage of the adult rate for the class of work on which they are engaged

	%
Under 16 years of age	50
16 to 17 years of age	60
17 to 18 years of age	70
18 to 19 years of age	80
19 to 20 years of age	90
At 20 years of age, adult rates	

		$
(4)	Leading Hands In addition to the ordinary rate of pay, an employee placed in charge of more than 3 other employees shall receive	27.70

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

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

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

2024 WAIRC 00650

Printing Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

11. - RATE OF WAGES

PART 1 RATE OF WAGES;

An adult employees' minimum award rate of wage is set out in Table A hereof, operative from the beginning of the first pay period commencing on or after 1 July 2024.

TABLE A

GROUP LEVEL	BASE RATE	SAFETY NET ADJUSTMENT	AWARD RATE
	$	$	$
1			897.90
2	342.10	559.10	901.20
3	364.60	564.40	929.00
4	385.50	569.40	954.90
5	417.20	577.00	994.20

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

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

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

Junior and apprentices

Where the work is performed by a junior (other than a junior artist and/or designer or a junior keyboard operator/assembler) not being an apprentice, the minimum rates of wages shall be undermentioned percentages of the wage of an employee working at the rate prescribed for group level 2 of this award for the area in which he is employed:

TABLE B

AGE	% OF LEVEL 2 WAGE
under 16	40
16 years	50
17 years	60
18 years	70
19 years	80
20 years	90

Junior keyboard operator/assembler

The minimum rate of wage payable to a junior employed as a keyboard operator/assembler shall be the award rate of wage prescribed for group level 4 for the area in which he is employed.

Apprentice

Where the work is performed by an apprentice, the minimum rates of wages shall be the undermentioned percentages of the wage of a skilled employee working at the rate prescribed for group level 5 for the area in which he is employed:

TABLE C

YEAR	% OF LEVEL 5 WAGE
First	47.5
Second	60.0
Third	72.5
Fourth	87.5

Junior artist and/or designer (including junior commercial artist)

Where the work is performed by a junior artist and/or designer (including a junior commercial artist) the minimum rates of wages shall be undermentioned percentages of the wage of an employee working at the rate prescribed for group level 4 of this award for the area in which he is employed:

TABLE D

AGE	% OF LEVEL 4 WAGE
under 16 years	40
16 years	50
17 years	60
18 years	70
19 years	80
20 years	90

Adult apprentice

Where the work is performed by an adult apprentice, the minimum rates of wages shall be the undermentioned percentage of the wage of an employee working at the rate prescribed for group level 5 for the area in which he is employed:

TABLE E

YEAR	% OF LEVEL 5 WAGE
First	82.0
Second	87.0
Third	92.0
Fourth	100.0

An adult apprentice who enters his apprenticeship at an advanced stage pursuant to paragraph 36A(3)(b) of this award, shall be deemed, for the purposes of calculating the appropriate wage rate, to have completed the period by which he has been advanced.

Progress to the next year rate of wage shall occur when the balance of the year to which he has been advanced in his apprenticeship is completed.

Traineeship

Where the work is performed by a small offset printing trainee, a printing production support trainee, a print design trainee and a graphic arts merchants trainee under the terms of Clause 36B. - Traineeships, the wage rate shall be as set out in subclause (2) of that clause.

Calculation of rates in table "B"

The rate prescribed for all employees paid in accordance with the provisions of this table shall be calculated in multiples of 10 cents, amounts less than 5 cents being taken to the lower multiple and amounts of 5 cents or more being taken to the higher multiple.

"Overaward payments" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment", or any other terms whatsoever) which an employee would receive in excess of the "base rate" of pay set out in Table A. Payments such as overtime, shift allowances, penalty rates, disability allowance, fares and travelling time allowance and other ancillary payment of like nature prescribed by this award shall be excluded from the definition.

PART 2 - CLASSIFICATION STRUCTURE

The classification structure relates to an adult employee performing the description of employment set out in the second column below. The Group Level for the adult employee is shown in the third column and the appropriate minimum weekly rate of pay in the fourth column.

	COLUMN 2 DESCRIPTION OF EMPLOYMENT	COLUMN 3 GROUP LEVEL	COLUMN 4 MINIMUM WEEKLY WAGE $
a)	Compositor	5	994.20
b)	Keyboard Operator	4	954.90
c)	Proof Reader	4	954.90
d)	Proof Readers' Assistant	2	901.20
e)	Printing Machinist	5	994.20
f)	Artist/Designer	4	954.90
g)	Graphic Reproducer	5	994.20
	(i) Image Preparer		
	(ii) Plate Preparer		
	(iii) Cylinder Preparer		
h)	Small Offset Machinist	4	954.90
i)	Non Impact Printing Machinist (including Electronic and Laser Printing Machine Operator)	4	954.90
j)	Binder/Finisher	5	994.20
k)	Employee employed directly in connection with stationery, system work, addressograph work, paper products	2	901.20
l)	Feeder on any machine	2	901.20
m)	Storeperson	3	929.00
n)	Screen Printing:		
	(i) Stencil Preparer	5	994.20
	(ii) Power Driven Screen PrintingMachine Operator	3	929.00
	(iii) Screen attendant	2	901.20
o)	An employee not otherwise specified	1	897.90

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

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

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

PART 3 - STRUCTURAL EFFICIENCY

(1) Broadbanding

Arising out of the decision of 8 September 1989 in the State Wage Case 69 WAIG 2913 and in consideration of the wage increase resulting from broadbanding of classifications of the rates of pay operative from the beginning of the first pay period to commence on or after 10 November 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions. This shall not mean that employees will be required to perform work for which an employee has not been trained.

(2) Commitment

The parties to this Award are committed to the implementation of a new wage and classification structure, classification definitions and in creating appropriate relativities between different employee skill levels within the Award. In making this commitment the parties:

(a) Accept in principle to move constructively and rapidly to the development of a single trade stream for the pre-press area leaving a new structure of three trade streams, pre-press, press and post-press allowing for the broadening of the skill and work of employees in the context of appropriate training provisions. As part of this process employees in trade peripheral to their main tasks or functions. This shall not mean that employees be required to perform work for which an employee has not been trained.

(b) Accept in principle a new Printing Award structure in which descriptions of job functions will be more broadly based and generic in nature.

(c) Undertake that subject to agreement at enterprise level, employees are to undertake training for the wider range of duties for access to higher classifications.

(d) Agree not to create barriers to advancement of employees through access to proper accredited training and the advancement of employees through the new structure.

(e) Will co-operate in the transition from the existing wage and classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disruption.

(3) Award modernisation

(a) The parties to this Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the Graphic Arts Industry and to enhance the career opportunities and job security of employees in the industry.

(b) At each plant or enterprise, an employer, the employees and the Union shall establish participative/consultative mechanisms and procedures appropriate to the size, structure and needs of that enterprise. Measures raised by the employer, the employees or Union for consideration consistent with the objectives of paragraph (a) herein shall be processed through that participative/consultative mechanism and procedure.

(c) Measures raised for consideration consistent with paragraph (b) herein shall be related to the implementation of the new classification structure, the facilitative provisions contained in this Award.

(d) Without limiting the rights of either an employer of the Union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Western Australian Industrial Relations Commission and by agreement of the parties involved shall be implemented subject to the following requirements:

(i) The changes sought shall not affect provisions reflecting national standards.

(ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change.

(iii) No employee shall lose income as a result of the change.

(iv) The Union must be a party to the agreement.

(v) The Union shall not unreasonably oppose any agreement.

(vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission, and if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.

(e) Any disputes arising in relation to the implementation of paragraphs (b) to (d) herein shall be subject to the provisions of Clause 51. - Settlement of Disputes, of this Award.

PART 4 - INDEXATION OF OVERAWARD PAYMENTS

It is recommended that in accordance with the Commission's decisions dated 23 September 1983 and 27 October 1983 in the National Wage Case, in circumstances where the wage rates prescribed by this Award are increased by order of a Full Bench of the Commission to reflect movements in the Consumer Price Index as a result of National Wage/Wage Indexation cases employers party to the Award should apply the indexation increase to an employee's actual rate of pay as defined hereunder unless the Commission in the National Wage/Wage Indexation case concerned indicates an attitude that overaward payments should not be so adjusted.

"Actual rate of pay" is defined as the total amount an employee would normally receive for performing 38 hours of ordinary work. Provided that such rate shall expressly exclude overtime, penalty rates, fares and travelling time allowance, and any other ancillary payments of like nature. Provided further that this definition shall not include production bonuses and other methods of payments by results which by virtue of their basis of calculation already produce the results intended by this clause.

36B. - TRAINEESHIPS

The terms of the National Training Wage Interim Award 1994, as varied, shall apply to Traineeships under this clause subject to the following provisions of this clause.

(1) (a) This clause applies to Traineeships Agreements in the following:

Small Offset Printing Traineeship.

(b) For the purposes of this subclause "Traineeship Agreement" means an agreement made subject to the terms of the National Training Wage Interim Award 1994 between an employer and the trainee for a Traineeship and which is registered with the relevant State or Territory Training Authority, NETTFORCE, or under the provisions of the appropriate State or Territory legislation. A Traineeship Agreement shall be made in accordance with the relevant approved Traineeship Scheme and shall not operate unless this condition is met.

(2) Wages

The weekly wages payable to trainees shall be the same as provided in the aforementioned National Training Wage Interim Award 1994 for work defined at industry/skill level B as set out in the following table:

	HIGHEST YEAR OF SCHOOLING COMPLETED		
School Leaver	Year 10 and below	Year 11	Year 12
	$	$	$
	276.00(50%)* 324.00 (33%)	337.00 (33%) 386.00 (25%)	450.00
plus 1 year out of school	386.00	450.00	526.00
plus 2 years	450.00	526.00	603.00
plus 3 years	526.00	603.00	690.00
plus 4 years	603.00	690.00	
plus 5 years	690.00		

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

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

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

(3) Supersession

Any former award provision for the Australian Traineeship System (ATS) or the Career Start Traineeship (CST) shall not apply to any employer except in relation to ATS or CST trainees who commenced a traineeship with the employer before the employer was subject to the application for this clause.

2024 WAIRC 00651

Prison Officers' Award

2B. - MINIMUM ADULT AWARD WAGE

2B.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

2B.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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

2B.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

2B.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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

2B.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*.

2B.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*.

2B.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.

2B.8 Subject to this clause the minimum adult award wage shall –

(1) Apply to all work in ordinary hours.

(2) 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.

2B.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 2024 State Wage order. 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.

2B.10 Adult Apprentices

(1) 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 $762.80 per week.

(2) 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 $762.80 by 38 and multiply by the number of ordinary hours prescribed for a full-time apprentice under the award.

(3) The minimum adult apprentice wage is payable from the beginning of the first pay period commencing on or after 1 July 2024.

(4) 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.

(5) 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.

(6) 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.

SCHEDULE A - RATES OF PAY

RATES OF PAY

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

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

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

	Annual Rate
	$ P.A.
Probationary Prison Officer (Training School)	55921

	Annual Rate
	$ P.A.
Prison Officer (General)	
Officer	
Mon-Fri	
1st Year	62338
2nd Year	64322
3rd-5th Year	66823
6th-7th year	68293
Thereafter	69428
Regional Increment	71814
Shifts	
1st Year	74155
2nd Year	76774
3rd-5th Year	79957
6th-7th year	81837
Thereafter	83242
Regional Increment	85626
First Class Officer	
Monday to Friday	69801
3 years and thereafter	70961
Regional Increment	73349
Shifts	83614
3 years and thereafter	85053
Regional Increment	87442
Senior Officer	
Mon-Fri	
1st Year	71784
2nd Year	73254
3rd Year	74727
4th-5th Year	76232
Thereafter	77524
Regional Increment	79912
Shifts	
1st Year	85869
2nd Year	87892
3rd Year	89756
4th-5th Year	91621
Thereafter	93218
Regional Increment	95607
Senior Officer Security Albany and Hakea	
1st Year	82203
2nd Year	83965
3rd Year	85729
4th-5th Year	87493
Thereafter	89007
Senior Officer Reception Hakea	
1st Year	79111
2nd Year	80792

	Annual Rate
	$ P.A.
3rd Year	82520
4th-5th Year	84157
Thereafter	85607
Senior Officer Training	
1st Year	85880
2nd Year	87899
3rd Year	89759
4th-5th Year	91624
Thereafter	93221
Prison Officers (Vocational and Support)	
Group 1	
Monday to Friday	69801
3 years and thereafter	70961
Regional Increment	73349
Monday to Friday plus Public Holidays	71425
3 years and thereafter	72622
Regional Increment	75008
Alternate Weekends (8 hours)	78417
3 years and thereafter	79753
Regional Increment	82141
Casuarina Canteen	76844
3 years and thereafter	78148
Hakea Canteen	74674
3 years and thereafter	75936
Bunbury Canteen	76844
3 years and thereafter	78148
Wooroloo Canteen	73050
3 years and thereafter	74278
Bandyup Activities	81129
3 years and thereafter	82519
Bunbury Activities	79550
3 years and thereafter	80910
Eastern Goldfields Regional Prison Activities	81987
3 years and thereafter	83393
Albany Activities	75487
3 years and thereafter	76766
Wooroloo Activities	81199
3 years and thereafter	82590
Hakea Reception	75785

	Annual Rate
	$ P.A.
3 years and thereafter	77067
Hakea Reception	78225
3 years and thereafter	79554
Karnet Activities	82524
3 years and thereafter	83943
Greenough Activities	83034
3 years and thereafter	84459
Canine Handler	82382
3 years and thereafter	83794
Regional Increment	86183
Group 2	
Monday to Friday	
1st Year	71784
2nd Year	73254
3rd Year	74727
4th-5th Year	76232
Thereafter	77524
Regional Increment	79912
Monday to Friday plus Public Holidays	
1st Year	73470
2nd Year	75001
3rd Year	76535
4th-5th Year	78064
Thereafter	79393
Regional Increment	81779
Alternate Weekends	
1st Year	81068
2nd Year	82737
3rd Year	84447
4th-5th Year	86212
Thereafter	87704
Regional Increment	90089
East Perth Lock Up	
1st Year	76302
2nd Year	77911
3rd Year	79515
4th-5th Year	81125
Thereafter	82513
Dog Squad	
1st Year	84823
2nd Year	86655
3rd Year	88488
4th-5th Year	90320

	Annual Rate
	$ P.A.
Thereafter	91895
Regional Increment	94282
Bunbury Cook Instructors	
1st Year	84029
2nd Year	85836
3rd Year	87649
4th-5th Year	89463
Thereafter	91018
Kitchen Hakea	
1st Year	77004
2nd Year	78628
3rd Year	80254
4th-5th Year	81883
Thereafter	83287
Level 1	
Drivers	
Hakea & Casuarina	
1st Year	72361
2nd Year	74770
3rd-5th Year	77778
6th-7th Year	79583
Thereafter	80940
Refer to rate above	
Alternate Weekend (8 hours)	
1st Year	70033
2nd Year	72573
3rd-5th Year	75298
6th-7th Year	76963
Thereafter	78270
Level 2	
Monday to Friday	69801
3rd Year	70961
Regional Increment	73349
Monday to Friday plus Public Holidays	71425
3rd Year	72622
Regional Increment	75008
Alternate Weekends	78417
3rd Year	79753
Regional Increment	82141
Level 2A	
Monday to Friday	
1st Year	69627
3rd Year	70818

	Annual Rate
	$ P.A.
Regional Increment	73207
Monday to Friday plus Public Holidays	
1st Year	71293
3rd Year	72519
Regional Increment	74906
Alternate Weekends	
1st Year	78464
3rd Year	79834
Regional Increment	82220
Level 3	
Monday to Friday	
1st Year	71784
2nd Year	73254
3rd Year	74727
4th-5th Year	76232
Thereafter	77524
Regional Increment	79912
Monday to Friday plus Public Holidays	
1st Year	73470
2nd Year	75001
3rd Year	76535
4th-5th Year	78064
Thereafter	79393
Regional Increment	81779
Alternate Weekends (8 hours)	
1st Year	81068
2nd Year	82737
3rd Year	84447
4th-5th Year	86212
Thereafter	87704
Regional Increment	90089
Level 4	
Monday to Friday	
1st Year	73439
2nd Year	74908
3rd Year	76379
4th-5th Year	77886
Thereafter	79213
Regional Increment	81599
Monday to Friday plus Public Holidays	
1st Year	75229
2nd Year	76742
3rd Year	78252
4th-5th Year	79802

	Annual Rate
	$ P.A.
Thereafter	81164
Regional Increment	83552
Level 5	
Monday to Friday	
1st Year	75097
2nd Year	76565
3rd Year	78034
4th -5th Year	79539
Thereafter	80897
Regional Increment	83286
Monday to Friday plus Public Holidays	
1st Year	77069
2nd Year	78447
3rd Year	79956
4th-5th Year	81505
Thereafter	82902
Regional Increment	85289
Senior Officer Wyndham Work Camp	
1st Year	85869
2nd Year	87892
3rd Year	89756
4th -5th Year	91621
Thereafter	93218
Regional Increment	95607
Prison Officer Work Camp (7 Day)	
1st Year	77801
2nd Year	79564
3rd Year	81368
Thereafter	82762
Regional Increment	85330

In addition to the rates prescribed above, any Officer or Industrial Officer attaining First Class status prior to 12 November, 1987 shall be paid an additional $8.00 per week.

2024 WAIRC 00652

Private Hospital Employees' Award, 1972

34. - WAGES

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

	BaseRate $	Arbitrated Safety Net Adjustments $	Minimum Weekly Rate $

HOSPITAL WORKER LEVEL 1:
Comprehends the following classes of work:

Car Park Attendant			
Cleaner			
Dining Attendant			
Domestic Gardener (other)			
Ironer and Presser			
Kitchen Assistant			
Laundry Assistant			
Orderly (other)			
Pantry Assistant			
Hotel Services Assistant			
Yard Assistant			
Ward Assistant			
Maintenance Employee			
1st year of employment	369.80	583.00	952.80
2nd year of employment	374.30	584.10	958.40
3rd year of employment and thereafter	378.30	585.10	963.40
HOSPITAL WORKER LEVEL 2:			
Comprehends the following classes of work:			
Machinist			
House Parent Gardener (only one employed)			
Orderly (handling patients)			
First Laundry Worker (where more than 1 employed)			
Washing Machine Attendant			
1st year of employment	375.00	584.30	959.30
2nd year of employment	379.80	585.50	965.30
3rd year of employment and thereafter	384.10	586.50	970.60
HOSPITAL WORKER LEVEL 3:			
Comprehends the following classes of work:			
Shaving Orderly			
Theatre Assistant			
Security Attendant			
Theatre Orderly			
Call Room Orderly			
Menu Assistant			
Gardener (Herbicide and Propagator)			
Machinist (who cuts and fits)			
Boiler Firing Orderly			
CSSD Assistant (1st year of employment)			
TSSU Assistant (1st year of employment)			
Maintenance Employee			
1st year of employment	383.80	586.50	970.30
2nd year of employment	388.20	587.40	975.60
3rd year of employment and thereafter	392.30	588.30	980.60
HOSPITAL WORKER LEVEL 4:			
Comprehends the following classes of work:			
TSSU Assistant (2nd, 3rd year of employment and thereafter rate)			
CSSD Assistant (2nd, 3rd year of employment and thereafter rate)			
Cook (other)			
1st year of employment	389.00	587.80	976.80
2nd year of employment	393.60	589.00	982.60
3rd year of employment and thereafter	397.30	589.70	987.00
Comprehends the following classes of work:			
Cook (only) one employed			
Storeperson Driver (under 3 tonnes)			
1st year of employment	404.00	591.40	995.40
2nd year of employment	407.60	592.20	999.80
3rd year of employment and thereafter	411.30	593.10	1004.40
HOSPITAL WORKER LEVEL 6:			
Comprehends the following classes of work:			
Driver (over 3 tonnes)			
Bus Driver (less than 25 passengers)			
Canteen Supervisor			
1st year of employment	407.80	592.20	1000.00
2nd year of employment	411.30	593.10	1004.40

3rd year of employment and thereafter	414.80	593.90	1008.70
HOSPITAL WORKER LEVEL 7:			
Comprehends the following classes of work:			
Bus Driver (over 25 passengers)			
Second Cooks			
1st year of employment	417.30	599.80	1017.10
2nd year of employment	422.20	601.40	1023.60
3rd year of employment and thereafter	426.40	602.80	1029.20
HOSPITAL WORKER LEVEL 8:			
Comprehends the following classes of work:			
Senior Food Service Attendant			
(Hospitals less than 100 beds)			
Deputy Head			
Orderly			
Machinist			
Tradesperson Horticulturist			
First Cook (where more than one employed)			
1st year of employment	440.10	607.40	1047.50
2nd year of employment	445.00	608.90	1053.90
3rd year of employment and thereafter	448.50	610.10	1058.60
HOSPITAL WORKER LEVEL 9:			
Comprehends the following classes of work:			
Tradesperson Cook			
Senior Food Services Attendant			
(more than 100 beds)			
Head Gardener			
Catering Supervisor			
Laundry Supervisor			
Head Orderly			
Domestic Supervisor/Housekeeper			
Cleaning Services Supervisor			
Linen Services Supervisor			
1st year of employment	454.80	612.00	1066.80
2nd year of employment	459.10	613.50	1072.60
3rd year of employment and thereafter	462.90	612.10	1075.00
HOSPITAL WORKER LEVEL 10:			
Comprehends the following classes of work:			
Chef			
1st year of employment	475.50	616.10	1091.60
2nd year of employment	481.90	618.20	1100.10
3rd year of employment and thereafter	488.00	620.30	1108.30

(2) (a) Play Supervisor (Lady Lawley Cottage)

1st year of employment	366.20	582.20	948.40
2nd year of employment	403.80	591.40	995.20
3rd year of employment and thereafter	424.60	602.40	1027.00
(b) Supervisor (Lady Lawley Cottage)	445.30	608.90	1054.20

(3) Junior Hospital Employees

The minimum rate of wage payable to Junior Hospital Employees shall be the following percentage of the prescribed wage for an adult employee in her first year of employment doing the same class of work.

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

(4) General Conditions:

(a) The ordinary wages of any employee, placed in charge of three or more employees, shall be increased by $19.75 per week.

(b) Where the term "year of employment" is used in this clause, it shall mean all service whether full time or part time and regardless of the class of work with that employer.

Such service shall be calculated in periods of calendar years from the date of commencement of work with the employer and by automatic progression subject to satisfactory service.

Provided that in determining the rate of wage of an employee nineteen years of age and over, service prior to attaining the age of nineteen years shall not be counted in determining the total service of an employee for the purpose of this clause.

(c) A casual employee shall be paid a loading of twenty five percent over the rates specified in this clause.

(d) The hourly rate of wage for each employee shall be calculated by dividing the weekly rate herein expressed as follows:

(i) for an employee working an average of 38 hours per week by dividing the weekly rate herein expressed by 40; or

(ii) for an employee actually working 38 hours by dividing the weekly rate herein expressed by 38; or

(iii) for an employee employed in a classification prescribed in subclause (2) of this clause by dividing the weekly rate therein expressed by 37.5.

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

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

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

35. - MINIMUM 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00653

Prospector and AvonLink on Train Customer Service Officers Award

4.1 - MINIMUM ADULT AWARD WAGE

4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.1.2 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

4.1.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

4.1.5 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*.

4.1.6 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*.

4.1.7 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.

4.1.8 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.

4.1.9 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 2024 State Wage order. 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.

4.1.10 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

4.3 - WAGE RATES

4.3.1 The following rates of pay shall apply to the classifications contained in 4.2 - Classification Structure:

Classification Levels	**Base Rate - per week (Full time)**
Customer Service Officer Level 1 (Trainee)	$900.80
Customer Service Officer Level 2(Prospector)	$1055.40
Customer Service Officer Level 3(AvonLink - without buffet)	$1055.40
Customer Service Officer Level 4	$1093.80
Customer Service Officer Level 5(AvonLink - with buffet)	$1093.80

2024 WAIRC 00654

Psychiatric Nurses' (Public Hospitals) Award 1973

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

17. - RATES OF PAY AND ALLOWANCES

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

(1) The minimum rate of wages per week payable to Registered Mental Health Nurses and Enrolled Mental Health Nurses under this Award shall be paid the weekly wages as set out hereunder with effect from the beginning of the first pay period commencing on or after 1 July 2024.

	$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse			
(i) Level 1			
1st year of service	445.10	554.10	999.20
2nd year of service	458.10	562.80	1020.90
3rd year of service	476.50	568.80	1045.30
4th year of service	495.30	575.10	1070.40
5th year of service	509.60	577.00	1086.60
6th year of service	526.60	582.50	1109.10
7th year of service	547.00	589.20	1136.20
(ii) Level 2			
1st year of service	581.00	602.90	1183.90
2nd year of service	597.00	608.30	1205.30
3rd year of service	619.60	615.60	1235.20
(iii) Level 3			
1st year of service	667.00	628.50	1295.50
2nd year of service	686.10	634.60	1320.70
3rd year of service	702.40	640.10	1342.50
(iv) Community/Clinic Psychiatric Nurses	523.30	581.50	1104.80

(b) (i) Progression through the increments for a registered nurse classified at Level 1 shall occur by annual increments.

(ii) Progression for all other classifications for which there is more than one wage point, shall be by annual increments, subject to a satisfactory performance appraisal.

(c) Where an employee is appointed to a position, previous relevant nursing experience at that level, or in a similar level under a differing career structure, shall be taken into account for determining the appropriate increment level.

(d) The onus of proof of previous experience shall rest with the employee.

Provided that an employee returning to the profession after an absence greater than five years shall commence at the first increment of Level 1 for a period of three months. During this time the employee shall be reviewed by an assessment panel. Upon satisfactory review she/he shall move to a level and increment as determined by the panel's assessment. An employee who fails to satisfy the panel of her/his competency to progress through the Level 1 increments or into another level as the case may be, may apply for reassessment by an assessment panel after a period of 12 months from the date of employment.

(2) Enrolled Mental Health Nurse

	$ Per Week	ASNA	TOTAL
1st year of service	399.20	543.10	942.30
2nd year of service	407.50	544.90	952.40
Thereafter	416.30	547.10	963.40

(3) A Psychiatric Nurse who is in charge of a ward, department or floor during the off duty period of a Charge Nurse as defined under the Nurses (Public Hospitals) Award 1988, as varied shall be paid an allowance equivalent to the difference

between the ordinary daily rate of a Registered General Nurse on the thereafter rate and the ordinary daily rate of a first year Charge Nurse under the Nurses (Public Hospitals) Award.

(4) For the purpose of fixing the rate of wage to be paid to an employee, the Director of Nursing shall take into account previous psychiatric nursing experience in hospitals covered by this award and also previous psychiatric nursing experience in hospitals not covered by this award.

(5) All ordinary time worked on any shift in excess of ten hours shall be paid for at the rate of time and a half.

(6) In addition to the ordinary wages prescribed in this clause special allowances as set out in this subclause shall be paid to nurses as follows:

(a) A nurse holding a post basic qualification otained from a recognised college of nursing, university or college of advanced education or TAFE and required in his/ her employment:

		$ Per Week
(i)	Six months' study	19.40
(ii)	12 months' study	32.40

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

(i)	Six months' study	10.80
(ii)	12 months' study	15.00

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

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

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

2024 WAIRC 00655

Public Service Award 1992

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

SCHEDULE A – SALARIES

(1) Annual salaries applicable to officers covered by this Award:

Level	Salary Per Annum$	Arbitrated Safety Net Adjustments$	Total Salary Per Annum$
Level 1			
Under 17 years	11355	14842	26197
17 years	13270	17345	30615
18 years	15480	20234	35714
19 years	17918	23421	41339
20 years	20122	26301	46423
1.1	22104	28892	50996
1.2	22756	29048	51804
1.3	23407	29203	52610
1.4	24054	29690	53744
1.5	24705	29903	54608
1.6	25356	30114	55470
1.7	26105	30220	56325
1.8	26623	30391	57014
1.9	27389	30639	58028
Level 2			
2.1	28306	30939	59245
2.2	29009	31170	60179

2.3	29748	31408	61156
2.4	30529	31664	62193
2.5	31346	31930	63276
Level 3			
3.1	32469	32296	64765
3.2	33344	32583	65927
3.3	34246	32880	67126
3.4	35172	33042	68214
Level 4			
4.1	36442	33454	69896
4.2	37437	33643	71080
4.3	38461	33977	72438
Level 5			
5.1	40433	34620	75053
5.2	41766	35055	76821
5.3	43151	35506	78657
5.4	44588	35977	80565
Level 6			
6.1	46899	36729	83628
6.2	48470	37242	85712
6.3	50096	37776	87872
6.4	51832	38340	90172
Level 7			
7.1	54494	39208	93702
7.2	56336	39810	96146
7.3	58340	40465	98805
Level 8			
8.1	61597	41527	103124
8.2	63930	42288	106218
8.3	66823	43231	110054
Level 9			
9.1	70436	44411	114847
9.2	72877	45208	118085

9.3	75661	46118	121779
Class 1	79871	47492	127363
Class 2	84081	48865	132946
Class 3	88289	50238	138527
Class 4	92499	51611	144110

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

Current junior rate / Current Level 1.1 rate x New Level 1.1 rate = New junior rate

SCHEDULE B – SALARIES – SPECIFIED CALLINGS

(1) Officers, who possess a relevant tertiary level qualification, or equivalent determined by the Executive Director, Labour Relations, Department of Consumer and Employment Protection, and who are employed in the callings of Agricultural Scientist, Architect, Architectural Graduate, Dental Officer, Dietitian, Educational Officer, Engineer, Forestry Officer, Geologist, Laboratory Technologist, Land Surveyor, Land Valuer, Legal Officer, Librarian, Medical Officer, Medical Scientist, Pharmacist, Planning Officer, Podiatrist, Psychiatrist, Clinical Psychologist, Psychologist, Quantity Surveyor, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Scientific Officer, Social Worker, Superintendent of Education, Therapist (Occupational, Physio or Speech), Veterinary Scientist, or any other professional calling determined by the Executive Director, Labour Relations, Department of Consumer and Employment Protection, shall be entitled to annual salaries as follows:

Level	Salary Per Annum$	Arbitrated Safety Net Adjustment$	Total Salary Per Annum$
Level 1			
1.1	28306	30939	59245
1.2	29748	31408	61156
1.3	31346	31930	63276
1.4	33344	32583	65927
1.5	36442	33454	69896
1.6	38461	33977	72438
Level 2			
2.1	40433	34620	75053
2.2	41766	35055	76821
2.3	43151	35506	78657
2.4	44588	35977	80565
Level 3			
3.1	46899	36729	83628
3.2	48470	37242	85712
3.3	50096	37776	87872
3.4	51832	38340	90172

Level 4			
4.1	54494	39208	93702
4.2	56336	39810	96146
4.3	58340	40465	98805
Level 5			
5.1	61597	41527	103124
5.2	63930	42288	106218
5.3	66823	43231	110054
Level 6			
6.1	70436	44411	114847
6.2	72877	45208	118085
6.3	75661	46118	121779
Level 7	79871	47492	127363
Level 8	84081	48865	132946
Level 9	88289	50238	138527
Level 10	92499	51611	144110

SPECIFED CALLING CLASSIFICATION DESCRIPTOR TRANSLATION TABLE

The following table details the translation of specified calling employees to the new classification descriptors.

Previous Level	New Level
Level 2/4.1	Level 1.1
Level 2/4.2	Level 1.2
Level 2/4.3	Level 1.3
Level 2/4.4	Level 1.4
Level 2/4.5	Level 1.5
Level 2/4.6	Level 1.6
Level 5.1	Level 2.1
Level 5.2	Level 2.2
Level 5.3	Level 2.3
Level 5.4	Level 2.4
Level 6.1	Level 3.1
Level 6.2	Level 3.2
Level 6.3	Level 3.3
Level 6.4	Level 3.4
Level 7.1	Level 4.1
Level 7.2	Level 4.2
Level 7.3	Level 4.3
Level 8.1	Level 5.1

Level 8.2	Level 5.2
Level 8.3	Level 5.3
Level 9.1	Level 6.1
Level 9.2	Level 6.2
Level 9.3	Level 6.3
Class 1	Level 7
Class 2	Level 8
Class 3	Level 9
Class 4	Level 10

2024 WAIRC 00656

Public Transport Authority (Transwa) Award 2006

4.1 - MINIMUM ADULT AWARD WAGE

4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.1.2 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

4.1.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

4.1.5 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*.

4.1.6 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*.

4.1.7 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.

4.1.8 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.

4.1.9 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 2024 State Wage order. 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.

4.1.10 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

4.2– CLASSIFICATION AND PAY RATES

4.2.1 The following wage rates shall apply to the classifications below:

Position	Flat Hourly Rate	38 Hour Weekly Rate
Railcar Driver Coordinator	$47.21	$1793.80
Railcar Driver	$43.01	$1634.50
Depot Supervisor	$32.67	$1241.40
Road Coach Operators L6	$31.57	$1199.70
Senior Passenger Assistant L6	$31.57	$1199.70
Road Coach Operator Assistant L5	$30.66	$1165.20
Operations Assistant L5	$30.66	$1165.20
Passenger Assistant L3	$28.17	$1070.40

4.2.2 The following provisions apply to trainees:

(a) The wage rate applicable to Trainees' shall be 85% of the wage rate applicable to the classification of a railcar driver for which the employee is being trained.

(b) This rate will apply to a Trainee for the duration of the training period until the trainee has passed the assessment in accordance with the Driver Training Program.

(c) Trainees shall be required to undertake training during shift work hours, Sunday to Saturday.

4.2.3 The rates of pay in this Award include arbitrated safety net adjustments available under the arbitrated Safety Net Adjustment Principle.

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

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

2024 WAIRC 00657

Public Transport Authority Rail Car Drivers (Transperth Train Operations) Award 2006

4.1. - MINIMUM ADULT AWARD WAGE

4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.1.2 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

4.1.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

4.1.5 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*.

4.1.6 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*.

4.1.7 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.

4.1.8 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.

4.1.9 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 2024 State Wage order. 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.

4.1.10 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

4.2. - CLASSIFICATION AND PAY RATES

4.2.1 (a) No person shall be employed as a driver of a Railcar on the Government Railways without the approval of the head of Branch.

(b) Such driver shall be trained and assessed in accordance with the Driver Training Program or other developmental training program as agreed between the employer and the Union.

CLASSIFICATION	BASE RATE – per week (full time)
Trainee Railcar Driver	$1272.40
Railcar Driver	$1496.90
Driver Trainer	$1571.20
Driver Coordinator	$1645.40

4.2.2 The following provisions apply to trainees:

(a) The wage rate applicable to Trainees' shall 85% of the wage rate applicable to the classification of a railcar driver for which the employee is being trained.

(b) This rate will apply to a Trainee for the duration of the training period until the trainee has passed the assessment in accordance with the Driver Training Program.

(c) Trainees shall be required to undertake training during shift work hours, Sunday to Saturday.

4.2.3 The rates of pay in this Award include Arbitrated Safety Net Adjustments available under the Arbitrated Safety Net Adjustment Principle.

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

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

2024 WAIRC 00658

Quadriplegic Centre Award

27. - WAGES

PART A

The minimum rate of wage payable under this award for Enrolled Nurses and Nursing Assistants shall be as follows:

		Base Rate Per Week$	Arbitrated Safety Net Adjustments Per Week$	Total Per Week$
(1)	Enrolled Nurse Level One			
	1st year of employment	418.80	600.50	1019.30
	2nd year of employment	423.80	602.20	1026.00
	3rd year and employment and thereafter	434.70	605.40	1040.10
(2)	Nursing Assistant (at 19 years of age and over)			
	1st year of employment	377.40	584.90	962.30
	2nd year of employment	387.80	587.40	975.20
	3rd year of employment and thereafter	398.30	589.90	988.20

(3) Nursing Assistant (under 19 years of age)

The rate shall be a percentage of the total wage prescribed for a Nursing Assistant in his/her first year of employment in subclause (4) of this clause per week, as follows:-

Under 17 years of age	73%
Under 18 years of age	81%
Under 19 years of age	87%

(4) (a) Any employee who has passed the examination for registration prescribed by the Nurses' Board of WA shall for the purposes of this clause be deemed to be an Enrolled Nurse.

(b) An Enrolled Nurse undergoing training in a post basic course approved by the Nurses' Board of WA, will be paid the "first year of employment" rate of wage for his/her appropriate classification level during the training period.

(c) The ordinary rate of wage prescribed for an Enrolled Nurse in this clause shall be increased by $11.60 per week when a Registered Enrolled Nurse has obtained a second post basic certificate approved by the Nurses' Board of WA, and he/she is required to use the knowledge gained in that certificate as part of his/her employment.

(5) When the term "year of employment" is used in this clause it shall mean all service whether full time or part time in any of the classifications contained in this award with the Centre covered by this award and shall be calculated in periods of completed months from the date of commencement of work covered by this award. Provided that:

(a) "Service" in this context shall have the same meaning as it does in the Long Service Leave conditions appropriate to the employee concerned, but confined to respondents to this award; except where the employer or the Western Australian Industrial Relations Commission deems it appropriate to include service with hospitals not respondent to this award.

(b) Employees shall be paid the rates shown in this clause according to their year of employment calculated in accordance with the provisions of this subclause. Proof of previous service, if required by the employer, shall rest on the employee; provided that production of the certificate or certificates referred to in Part C, paragraph (c) of subclause (1) of this clause, shall be sufficient proof for the purpose of this paragraph.

(c) Notwithstanding the provisions of paragraph (b) of this subclause, an Enrolled Nurse who successfully completes a re-registration course following a break in service shall commence employment on the rate prescribed as follows:

(i) Five year break in service - at third year of employment rate provided that the 1st and 2nd year of service rates have previously been attained.

(ii) Six year but less than eight year break in service - at second year of employment rate.

(iii) Greater that eight year break in service - at the first year of employment rate.

PART B

(1) The minimum rate of wage for employees other than Enrolled Nurses and Nursing Assistants payable under this Award shall be as follows:

	Base Rate Per Week$	Arbitrated Safety Net Adjustments Per Week$	Total Per Week$
LEVEL 1			
Cleaner			
Domestic			
Catering Attendant			
All other employees			
1st year of employment	369.50	582.90	952.40
2nd year of employment	374.10	584.10	958.20
3rd year of employment and thereafter	378.00	585.00	963.00
LEVEL 2			
Handyperson			
1st year of employment	383.40	586.30	969.70
2nd year of employment	388.00	587.40	975.40
3rd year of employment and thereafter	392.00	588.20	980.20
LEVEL 3			
Senior Food Service Attendant			
Cleaning Services Supervisor			
1st year of employment	399.10	590.00	989.10
2nd year of employment	403.90	591.40	995.30
3rd year of employment and thereafter	408.30	592.30	1000.60
LEVEL 4			
Tradesperson Cook			
1st year of employment	445.10	608.90	1054.00
2nd year of employment	451.10	611.10	1062.20
3rd year of employment and thereafter	457.00	613.10	1070.10

(2) Junior Employees:

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

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

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

PART C

General Conditions:

(1)

(a) Casual employees shall be paid at the rate of 20 percent in addition to the rates prescribed in this Award.

(b) Except where this clause specifies classifications which require the employee to be in charge of other employees, any employee who is placed in charge of:

(i) not less than three and not more than 10 other employees shall be paid $19.65 per week in addition to the ordinary wage prescribed by this clause;

(ii) more than 10 and not more than 20 other employees shall be paid $29.35 per week in addition to the ordinary wage prescribed by this clause;

(iii) more than 20 other employees shall be paid $39.05 per week in addition to the ordinary wage prescribed by this clause.

(c) Each employee whose service terminates shall at the time of termination be given a certificate signed by the employer in which shall be stated the name of the employee, the period of service, whether the service was full time or part time and the classifications in this award in which work has been carried out.

Provided that where an employee terminates without that employee having given the prescribed period of notice, the employer shall be under no obligation to provide the certificate at the time of termination. The employee shall, however, be entitled to request and receive the certificate at any time after the termination.

(d) The rates herein prescribed shall be increased by the amount of any percentage increase in wages awarded by the Western Australian Industrial Relations Commission to employees covered by this award.

Where any increase in wages is not a percentage increase, the rates of wage shown in this award as relating to afternoon and night shift, permanent shift or weekend work or public holidays shall be adjusted to reflect the relationship which the additional payment bears to the amount of $457.65 as at the 1st January, 1990.

(e) Minimum Adult Award Wage

(i) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(ii) 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(iii) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

(iv) 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(v) 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*.

(vi) 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*.

(vii) 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.

(viii) Subject to this clause the minimum adult award wage shall –

(aa) Apply to all work in ordinary hours.

(bb) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(ix) 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 2024 State Wage order. 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.

(x) Adult Apprentices

(aa) 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 $762.80 per week.

(bb) 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 $762.80 by 38 and multiply by the number of ordinary hours prescribed for a full-time apprentice under the award.

(cc) The minimum adult apprentice wage is payable from the beginning of the first pay period commencing on or after 1 July 2024.

(dd) 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.

(ee) 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.

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

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

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

2024 WAIRC 00659

Quarry Workers' Award, 1969

27. - WAGES

(1) (a) The wage rate per week payable to employees under this award shall be as follows:

	$	ASNA	TOTAL
Quarry Employee Level 5	363.70	581.60	945.30
Quarry Employee Level 4	377.70	584.90	962.60
Quarry Employee Level 3	392.90	588.50	981.40
Quarry Employee Level 2	397.80	589.80	987.60
Quarry Employee Level 1	407.10	592.10	999.20

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

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

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

(b) Classification Definition

Each quarry employee shall be classified in one of the levels outlined in subclause (1)(a) hereof, according to the skills used and the work undertaken by the employee in performing the major and substantial portion of their duties.

The definition of each classification is as follows:

(i) Quarry Employee Level 5

Works at "entry level" into the quarry operation, carries out general labouring duties in the quarry, assists quarry employees at higher levels.

(ii) Quarry Employee Level 4

Carries out work such as: plant attendant, gardener, assists quarry employees at higher levels and trains quarry employees at up to Level 4.

(iii) Quarry Employee Level 3

Carries out work such as: crusher feeder operator, train loader operator, pugmill operator, assists quarry employees at higher levels, and trains quarry employees at up to Level 3.

(iv) Quarry Employee Level 2

Carries out work such as: tool sharpener duties, assists quarry employees at higher levels and trains quarry employees at up to Level 2.

(v) Quarry Employee Level 1

Carries out work such as: machine drill operator, powder monkey duties, trains quarry employees at up to Level 1.

(c) General Duties

Quarry employees may be required by the employer, provided that they are competent to do so, to work in a higher level as defined in paragraph (1)(b) of this clause, with a view to enhancing the employment opportunities open to employees under this award.

In addition to the above, quarry employees at all levels may be required by the employer to carry out such duties within the levels of paragraph (1)(b) of this clause that are within the limits of the employee's skill, competence and training.

Such duties shall also include any duties that are incidental or peripheral to their main tasks or functions and shall also include those duties that are within the normal custom and practice of the quarry concerned.

In the event of a dispute as to what the normal custom and practice is, it shall be dealt with under the Dispute Settlement Procedure as provided for in Clause 30 of this award.

(2) Leading Hands: In addition to the appropriate margin prescribed in this subclause, a Leading Hand shall be paid:

		$
(a)	If placed in charge of not less than three and not more than ten other employees	21.90
(b)	If placed in charge of not less than ten and not more than 20 other employees	35.10
(c)	If placed in charge of more then 20 other employees	43.50

(3) A casual employee shall be paid 20 per cent in addition to the ordinary rate.

(4) Cookhouse Personnel:

	$	ASNA	TOTAL
(a) Head Cook	392.10	588.20	980.30
Wage rate loading for broken shifts			10.80
Assistant Cook	378.10	585.00	963.10
Wage rate loading for broken shifts			8.90

(b) All time worked by employees in the mess outside the ordinary hours as agreed and arranged in accordance with subclauses (1) and (2) of Clause 7 - Hours (other than continuous shift workers) and subclause (1) of Clause 10 - Continuous Shift Workers of this award shall be deemed overtime and paid for at the rate of time and one half. Provided that overtime in excess of four hours in any one week shall be paid for at the rate of double time.

(c) All time worked during ordinary hours on a Saturday or Sunday, shall be paid for at the rate of time and one half.

(d) All time worked during ordinary hours on a holiday as prescribed in Clause 15 - Holidays of this award shall be paid for at the rate of double time.

(5) Quarry Work Allowance:

In addition to the above an allowance of $19.80 per week shall be paid to compensate for dust, general climate conditions and all other disabilities involved in quarry work.

(6) Minimum Wage:

(a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(c) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

(d) 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(e) 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*.

(f) 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*.

(g) 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.

(h) Subject to this clause the minimum adult award wage shall –

(i) Apply to all work in ordinary hours.

(ii) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(i) 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 2024 State Wage order. 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.

(j) Adult Apprentices

(i) 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 $762.80 per week.

(ii) 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 $762.80 by 38 and multiply by the number of ordinary hours prescribed for a full-time apprentice under the award.

(iii) The minimum adult apprentice wage is payable from the beginning of the first pay period commencing on or after 1 July 2024.

(iv) 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.

(v) 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.

(vi) 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.

2024 WAIRC 00660

Radio and Television Employees' Award

29. - WAGES

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

(a)

Adults	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Radio-Television Serviceperson (Grade 1)	448.20	610.00	1058.20
Radio-Television Serviceperson	418.90	600.50	1019.40
Car Radio Installer	353.30	579.20	932.50
Antenna and/or Television Installer	353.30	579.20	932.50
Assembler	340.60	576.20	916.80

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

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

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

(2) Leading Hands:

In addition to the appropriate total wage prescribed in subclause (1) of this Clause a leading hand shall be paid:

(a)	If placed in charge of not less than three and not more than ten other employees	$39.00
(b)	If placed in charge of more than ten but not more than twenty other employees	$59.40
(c)	If placed in charge of more than twenty other employees	$76.80

(3) Apprentices:

(Wage per week expressed as a percentage of the rate per week for a "radio-television serviceperson" set out in subclause (1) of this clause).

(a)	Five Year Term -	%
	First Year	40
	Second Year	48
	Third Year	55
	Fourth Year	75
	Fifth Year	88
(b)	Four Year Term -	%
	First Year	42
	Second Year	55
	Third Year	75
	Fourth Year	88
(c)	Three and A Half-Year Term -	%
	First six months	42
	Next Year	55

	Next Year	75
	Final Year	88
(d)	Three Year Term -	%
	First Year	55
	Second Year	75
	Third Year	88

(4) Junior Employees -

(Wage per week expressed as a percentage of the "Assembler" rate as shown in subclause (1) of this clause).

	%
Under 16 years of age	40
Between 16 and 17 years of age	50
Between 17 and 18 years of age	60
Between 18 and 19 years of age	70
Between 19 and 20 years of age	80
Between 20 and 21 years of age	90

(5) (a) Where an employer does not provide a Serviceperson, Installer, Assembler or an apprentice with the tools ordinarily required by that Serviceperson, Installer, Assembler or apprentice in the performance of their work as a Serviceperson, Installer, Assembler or as an apprentice the employer shall pay a tool allowance of:-

(i) $ 21.40 per week to such Serviceperson, Installer or Assembler; or

(ii) In the case of an apprentice a percentage of $21.40 being the percentage which appears against their year of apprenticeship in subclause (3) of this Clause, for the purpose of such Serviceperson, Installer, Assembler or apprentice supplying and maintaining tools ordinarily required in the performance of their work as a Serviceperson, Installer, Assembler or apprentice.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this Clause.

(c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(d) A tradesperson or apprentice shall replace or pay for any tools supplied by the employer if lost through their negligence.

(6) Casual Employees:

An employee engaged as a casual employee or an employee employed for less than one month whose employment is terminated for reasons other than misconduct shall be paid twenty per cent in addition to the rate prescribed for his/her classification.

(7) Structural Efficiency

(a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1750 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to the Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the radio and television industry and to enhance the career opportunities and job security of employees in the industry.

(c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant Union or Unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or Union or Unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism and procedures.

(d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award, and subject to Clause 33. - Training, of this Award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.

(e) Without limiting the rights of either an employer or a Union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements:

(i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;

(ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change;

(iii) No employee shall lose income as a result of the change;

(iv) The Union must be a party to the Agreement;

(v) The Union shall not unreasonably oppose any Agreement;

(vi) Any Agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.

(f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 32. - Avoidance of Industrial Dispute, of this Award.

(g) The parties to this Award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited to hours of work and higher duties within six months of the 21st November 1990.

29A. - ADULT MINIMUM 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00661

Railway Employees' Award No. 18 of 1969

4.2. - RATES OF PAY

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

REA	Previous Rate	Flat Hourly from the beginning of the first pay period commencing on or after 1 July 2024	Weekly Wage from the beginning of the first pay period commencing on or after 1 July 2024
Level 10	747.60	$37.23	$ 1414.60
Level 9	725.80	$36.10	$ 1371.80
Level 8	704.00	$34.96	$ 1328.40
Level 7	660.40	$33.61	$ 1277.20
Level 6	638.60	$31.57	$ 1199.70
Level 5	618.80	$30.66	$ 1165.20
Level 4	597.00	$29.57	$ 1123.60
Level 3A	583.50	$28.89	$ 1097.80
Level 3	567.10	$28.17	$ 1070.40
Level 2	547.10	$27.18	$ 1032.70
Level 1	526.10	$26.04	$ 989.70

4.9. - MINIMUM WAGE:

4.9.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.9.2 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

4.9.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

4.9.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

4.9.5 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*.

4.9.6 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*.

4.9.7 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.

4.9.8 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.

4.9.9 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 2024 State Wage order. 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.

4.9.10 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00662

Rangers 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 working under an award that provides for a 38-hour week is $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

17. - WAGES

(1) 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	584.70	961.60
Year 2	389.70	587.90	977.60
Year 3	402.20	590.90	993.10
Year 4	414.70	593.90	1008.60
Year 5	427.10	603.20	1030.30
Ranger Grade 1			
Year 1	439.60	607.30	1046.90
Year 2	452.00	611.30	1063.30
Year 3	466.40	613.30	1079.70
Year 4	476.30	616.60	1092.90
Year 5	491.00	621.40	1112.40
Ranger Grade 2			
Year 1	508.60	627.20	1135.80
Year 2	522.10	631.50	1153.60
Year 3	536.40	636.40	1172.80
Year 4	551.20	641.10	1192.30
Year 5	567.00	646.60	1213.60
Senior Ranger Grade 3			
Year 1	588.50	655.80	1244.30
Year 2	605.20	661.30	1266.50
Year 3	623.10	667.00	1290.10
Senior Ranger Grade 4			
Year 1	640.30	670.00	1310.30
Year 2	662.60	677.20	1339.80

(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.

2024 WAIRC 00663

Recreation Camps (Department for Sport and Recreation) Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

15. - WAGES

(1) The minimum weekly rate of wage payable to employees under this Award shall be as follows:

		Per Week $	Arbitrated Safety Net Adjustments$	Per Week $
(a)	Warden-in-Charge			
	1st year of employment	409.70	592.50	1002.20
	2nd year of employment	413.50	593.30	1006.80
	3rd year of employment and thereafter	417.40	599.90	1017.30
(b)	Mobile Warden			
	1st year of employment	404.20	591.40	995.60
	2nd year of employment	408.00	592.20	1000.20
	3rd year of employment and thereafter	411.80	593.20	1005.00
(c)	Assistant Warden			
	1st year of employment	388.10	587.40	975.50
	2nd year of employment	391.90	588.20	980.10
	3rd year of employment and thereafter	395.80	589.20	985.00
(d)	Ranger			
	1st year of employment	390.30	587.90	978.20
	2nd year of employment	394.10	589.00	983.10
	3rd year of employment and thereafter	404.90	591.40	996.30
(e)	Noalimba Night Supervisor			
	1st year of employment	404.20	591.40	995.60
	2nd year of employment	408.00	592.20	1000.20
	3rd year of employment and thereafter	411.80	593.20	1005.00

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

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

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

(2) Provided that the rate of pay referred to in subclause (1) of this clause shall increase by 15% for employees where such employees' ordinary hours of work are worked over any five days of the week as prescribed by Clause 6. - Hours of this award.

(3) Supervision Allowance

Employees placed in charge of other employees shall be paid the following weekly allowance, or part thereof, in addition to the rate prescribed for the employee's class of work

	$ per week
1 to 5 employees	11.20
6 to 10 employees	20.00
11 to 15 employees	24.90
16 to 20 employees	33.90
over 20 (for each additional employee)	0.40

(4) Casual employees shall be paid 20% in addition to the rates otherwise payable under this clause.

(5) The term "year of employment" in this clause shall mean years of service with the employer irrespective of classification.

2024 WAIRC 00664

Restaurant, Tearoom and Catering Workers' Award

21. - WAGES

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

Level	Classification	$ per Fortnight
	Introductory	1795.90

Level 1	Food & Beverage Attendant Grade 1	
	Kitchen Attendant Grade1	
	Guest Services Grade 1	1837.20
	Gardener	
	General Hand	
	Yardman	
Level 2	Food & Beverage Attendant Grade 2	
	Cook Grade 1	
	Kitchen Attendant Grade 2	
	Night Porter	1899.20
	Storeperson Grade 1	
	Doorperson/Security Officer Grade 1	
	Guest Services Grade 2	
Level 3	Food & Beverage Attendant Grade 3	
	Cook Grade 2	
	Kitchen Attendant Grade 3	
	Guest Services Grade 3	1944.70
	Storeperson Grade 2	
	Timekeeper/Security Officer Grade 2	
	Forklift Driver	
	Handyperson	
Level 4	Cook Grade 3	
	Storeperson Grade 3	2034.00
	Food & Beverage Attendant Grade 4 (Tradesperson)	
	Guest Service Grade 4	
Level 5	Cook Grade 4	
	Food & Beverage Supervisor	2144.80
	Guest Services Supervisor	
Level 6	Cook Grade 5	2195.00

(2) Arbitrated Safety Net Adjustments

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

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

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

21A. - MINIMUM 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00665

Retail Pharmacists' Award, 2004

4.1 - MINIMUM ADULT AWARD WAGE

4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.1.2 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

4.1.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

4.1.5 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*.

4.1.6 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*.

4.1.7 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.

4.1.8 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.

4.1.9 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 2024 State Wage order. 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.

4.1.10 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

4.2 - WAGES

4.2.1 Classifications

	Award Rate Per Week $
Pharmacist Manager	
(a) Grade 3	1617.70

(b) Grade 2	1534.90
(c) Grade 1	1451.90
Pharmacist-in-Charge	
(a) Grade 2	1396.50
(b) Grade 1	1368.70
Pharmacist	1291.10
Trainee - First Half of traineeship	1017.00
Trainee - Second Half of traineeship	1098.70
Pharmacy Students	
First Year	859.00
Second Year	910.80
Third Year	962.40
Fourth Year	988.20

Note: Should an adult be employed as a first year student then that employee shall receive no less than the wage prescribed in 4.1.2.

4.2.2 "500 Hour Student" means a person who is undertaking an accredited course of study leading to a degree of Bachelor of Pharmacy and who enters into an Articles of Traineeship with the Pharmacy Council of Western Australia to complete the first 500 hours of the employees' pre-registration training in a Pharmacy prior to satisfying the examination requirements for the degree of Bachelor of Pharmacy.

The minimum rates of pay for a 38 hour week for a 500 hour Student undertaking the first 500 hours of pre- registration training shall be:

500 hour student 711.70

4.2.3 "Pharmacist-in-Charge Grade 1" means a Pharmacist-in-Charge of more than 10 but not more than 20 other employees.

4.2.4 "Pharmacist-in-Charge Grade 2" means a Pharmacist-in-Charge of more than 20 other employees.

4.2.5 Pharmacist

(a) The registered pharmacist commencement level. A pharmacist is professionally responsible for the dispensing of prescriptions in accordance with the Pharmacy Act.

(b) Duties and responsibilities shall include, but shall not be limited to:

(i) dispensing prescriptions in accordance with the requirements of relevant legislation, counselling patients where necessary, Pharmaceutical Benefits Scheme return preparation, Dangerous Drugs stock control, cashing up, supervision of supply of scheduled items.

(ii) a pharmacist may in the course of employment be placed in charge of not more than ten other employees and be required to perform such other tasks in a pharmacy as are incidental to being in charge of others, but who shall not be required to perform substantial management tasks.

4.2.6 Pharmacist Manager

(a) A Pharmacist Manager is employed as the pharmacist in control of the business. Pharmacy Managers are totally responsible to the proprietor for all aspects of the business, including rostering of staff, hiring and firing of staff, full business administration and profit and performance, and strategic planning.

(b) Pharmacist Managers will be graded as follows:

(i) Grade 1: Manages a small pharmacy where the equivalent full-time supervised staff (EFTS) is two or less.

(ii) Grade 2: Manages a medium pharmacy where the EFTS is more than two but less than five.

(iii) Grade 3: Manages a large pharmacy where the EFTS is five or more.

(iv) Equivalent Full-Time Supervised Staff is calculated according to the following formula:

a/b = c where:

a = The total number of hours ordinarily worked by pharmacy assistants in the pharmacy;

b= The total number of hours the pharmacy ir ordinarily open for business; and

c= The number of equivalent full-time supervised staff.

4.2.7 Employees shall be classified and graded according to the work level standards and the grading arrangements as set out in 4.2.1.

4.2.8. Where a pharmacist is required, at the direct request of the owner or manager, to be in charge of a shop for a period in excess of four continuous hours in any one day, the employee shall be paid at the rate for the relevant category of pharmacist-in-charge for the period of time so worked.

4.2.9 Hourly rates shall be calculated by dividing the appropriate weekly rate by 38.

4.2.10. Part-time employees

Part-time employees shall be paid an hourly rate calculated on the basis of 4.2.1 and 4.2.9, for the classification involved.

4.2.11 Payment of wages

Payment of wages shall be made weekly, fortnightly or monthly according to the contract of employment, or the work cycle in accordance with 3.1.1, or as otherwise agreed between the employer and the employee.

4.2.12 The rates of wages as set out in 4.2.1 are to be increased by the full arbitrated safety net adjustments.

The rates of pay in this Award include arbitrated safety net adjustments available since December 1993 until the commencement of the first pay period commencing on or after 1 July 2007 under the Arbitrated Safety Net Adjustment Principle.

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

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

2024 WAIRC 00666

Rock Lobster and Prawn Processing Award 1978 - The

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

7. - WAGES

(1) Adult Employees

The following shall be the minimum weekly rate of wage payable to employees covered by this award, with effect from the beginning of the first pay period commencing on or after 1 July 2024.

Classifications	Base Rates Per Week $	Arbitrated Safety Net Adjustments $	Total Award Rate Per Week $
(a) Grader	325.95	572.65	898.60
(b) Process Employee			897.90

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

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

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

2024 WAIRC 00667

Rope and Twine Workers' Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

19. - WAGES

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

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

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

The minimum weekly rate of wage payable to employees covered by this award shall be :

	Rate	Arbitrated Safety Net Adjustment	Total Rate
	$	$	$
(1) Adult Employees			
Rope layer on heavy type strand machine			897.90
Rope layer (other) in walk with traveller			897.90
Rope splicer on driving ropes and springs			897.90
Combination spinning and spooling machine operator			897.90
Rope house machinist			897.90
Feeder on first spreader			897.90
Oiler and/or belt repairer			897.90
Employees lumping, loading and unloading hemp			897.90
All other machine operators or employees feeding or taking from machines			897.90
All others			897.90

(2) Junior Employees:

Junior employees shall receive the prescribed percentage of the "All Others" classification per week.

	%
16 years of age and under	45
16½ years of age	50

17 years of age	55
17½ years of age	65
18 years of age	75
18½ years of age ...	90
19 years of age, appropriate adult rate.	

2024 WAIRC 00668

Saddlers and Leatherworkers' Award

9. - WAGES

(1) The minimum weekly rate of wage payable to an employee covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder:

	Base Rate$	Arbitrated Safety Net Adjustments$	Minimum Rate$
(a) Adult Employees			
(i) Saddlery and Harness Section -			
(aa) Saddlers – employee manufacturing and repairing saddles	366.70	582.30	949.00
(bb) Manufacturer and/or repair of harnesses, harness saddles, bridle work and strappings, collars for horses or similar collars, whips and whipthongs	363.40	581.40	944.80
(ii) Leather Goods Section - All employees engaged in the manufacture of leather goods:			
First six months of employment on such work	345.70	577.40	923.10
Between six and twelve months of employment on such work	350.60	578.40	929.00
After twelve months of employment on such work	352.30	579.00	931.30
(iii) Fibre Goods Section - Manufacture and/or repair of port-manteaux, bags and trunks, suit and attache cases, travel goods, musical instrument and similar cases, covered wireless or radio cases, slither cans, welders and similar industrial masks and other articles as are made of fibre			
First six months of employment on such work	343.10	576.70	919.80
Between six and twelve months of employment on such work	345.70	577.40	923.10
After twelve months of employment on such work	352.30	579.00	931.30
(iv) Sporting Goods Section -			
Manufacture and/or repair of sporting goods of all descriptions.			
First six months of employment on such work	345.70	577.40	923.10
Between six and twelve months of employment on such work	350.40	578.30	928.70
After twelve months of employment on such work	352.30	579.00	931.30
(v) Machine Belting etc. Section - Manufacture and/or repair of machine belting, gaskets and pump washers or similar articles	345.70	577.40	923.10
(vi) Sewing Machinist - First six months of employment on such work -	345.70	577.40	923.10
Between six and twelve months employment on such work	350.40	578.30	928.70
After twelve months of employment on such work	352.30	579.00	931.30
(vii) All others	343.10	576.70	919.80

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

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

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

(2) Junior Employees (percent. of "All Others" classification)

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

(3) Apprentices (percent. of Saddler's rate per week)

	%
Five-year Term -	
First year	40
Second year	48
Third year	55
Fourth year	75
Fifth year	88
Four-year Term -	%
First year	42
Second year	55
Third year	75
Fourth year	88
Three-and-a-half year Term -	
First six months	42
Next year	55
Next following year	75
Final year	88
Three-year Term -	%
First year	55
Second year	75
Third year	88

9A. - MINIMUM WAGE - ADULT MALES AND FEMALES

(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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00669

Salaried Officers (Association for the Blind of Western Australia) Award, 1995

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

SCHEDULE C – MINIMUM SALARIES

(1) Subject to the provisions of Clause 7. – Classification/Salary Rates, Schedule D – Classification and Grading of Employees and to the provisions of this Schedule, the minimum annual salaries for employees bound by the award are set hereinafter.

(2) Minimum Salaries.

LEVELS	CURRENT	ASNA	NEW
Level 1 Under 17 Years Of Age	11363	14845	26208
17 Years Of Age	13270	17337	30607
18 Years Of Age	15490	20237	35727
19 Years Of Age	17929	23424	41353
20 Years Of Age	20135	26306	46441
21 Years Of Age 1st Year Of Service	22117	28895	51012
22 Years Of Age 2nd Year Of Service	22771	29051	51822
23 Years Of Age 3rd Year Of Service	23421	29206	52627
24 Years Of Age 4th Year Of Service	24069	29692	53761
Level 2	24720	29905	54625
	25371	30117	55488
	26120	30224	56344
	26638	30394	57032
	27403	30643	58046
Level 3	28307	30938	59245
	29010	31169	60179
	29749	31407	61156
	30928	31792	62720
Level 4	31545	31994	63539
	32470	32295	64765
	33421	32467	65888
	34772	32907	67679
Level 5	35476	33138	68614
	36443	33453	69896
	37438	33642	71080
	38462	33976	72438
Level 6	40434	34619	75053
	41898	35096	76994
	43978	35775	79753
Level 7	45091	36138	81229
	46501	36600	83101
	47962	37076	85038
Level 8	50097	37775	87872
	51847	38344	90191
Level 9	54495	39207	93702
	56337	39809	96146
Level 10	58354	40468	98822
	61598	41526	103124
Level 11	64189	42373	106562
	66824	43230	110054
Level 12	70437	44410	114847
	72878	45207	118085

75662	46117	121779

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

(b) A Medical Typist or Medical Secretary shall be paid a medical terminology allowance of $1000 per annum.

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

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

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

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

(3) Salaries – Specified Callings and Other Professionals

(a) Employees, who possess a relevant tertiary level qualification, or equivalent as agreed between the union and the employers, and who are employed in the callings of Architect, Audiologist, Bio Engineer, Chemist, Dietician, Engineer, Medical Scientist, Librarian, Occupational Therapist, Orthoptist, Physiotherapist, Physicist, Pharmacist, Clinical Psychologist, Psychologist, Research Officer, Scientific Officer, Social Worker, Speech Pathologist, Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, or any other professional calling as agreed between the Union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	NEW
Level 3/5	28307	30938	59245
	29749	31407	61156
	31545	31994	63539
	33421	32467	65888
	36443	33453	69896
	38462	33976	72438
Level 6	40434	34619	75053
	41898	35096	76994
	43978	35775	79753
Level 7	45091	36138	81229
	46501	36600	83101
	47962	37076	85038
Level 8	50097	37775	87872
	51847	38344	90191
Level 9	54495	39207	93702
	56337	39809	96146
Level 10	58354	40468	98822
	61598	41526	103124
Level 11	64189	42373	106562
	66824	43230	110054
Level 12	70437	44410	114847
	72878	45207	118085
	75662	46117	121779

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

(i) Employees, who have completed an approved three academic year tertiary qualification, relevant to their calling, shall commence at the first year increment.

(ii) Employees, who have completed an approved four academic year tertiary qualification, relevant to their calling, shall commence at the second year increment.

(iii) Employees, who have completed an approved Masters or PhD Degree relevant to their calling shall commence on the third year increment.

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

(c) The employer and union shall be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this subclause and shall maintain a manual setting out such qualifications.

(d) The employer in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 3/5 for a particular calling/s.

(4) Annual salary increments shall be subject to the employee's satisfactory performance over the preceding twelve months which shall be assessed according to an agreed form of performance appraisal.

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

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

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

2024 WAIRC 00670

Saw Servicing Establishments Award No. 17 of 1977

28. - WAGES

(1) Rate Per Week:

The minimum rate of wages payable to employees employed in classifications contained in this subclause shall be as follows:

		Base Rate $	Arbitrated Safety Net Adjustment $	Total Minimum Award Rate (38 Hours) $
(a)	Saw Doctor Special Skills	438.10	562.30	1000.40
(b)	Saw Doctor	417.20	557.20	974.40
(c)	Saw Filer	385.50	549.70	935.20
(d)	Factory Hand			897.90

(2) Apprentices:

Apprentices shall be paid a percentage of the total minimum weekly rate prescribed for a Saw Doctor in paragraph (1)(b) of this clause as follows:

Four Year Term	
First year	50%
Second year	60%
Third year	75%
Fourth year	90%

(3) Juniors:

An employee less than 19 years of age who is not an apprentice shall be paid a percentage of the total minimum award rate prescribed for a Factory Hand in paragraph (1)(d) of this clause as follows:

16 years of age	45%
17 years of age	55%
18 years of age	70%

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

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

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

29. - MINIMUM WAGE - ADULT MALES AND FEMALES

(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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00671

School Employees (Independent Day & Boarding Schools) Award, 1980

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

32. - WAGES

(1) (a) The minimum weekly rates of wage payable shall be:

	Minimum Award Rate$	ASNA	Total
Level 1			
Cleaner	412.60	533.80	946.40
Level 2			
Domestic employees including - Kitchen Attendant House Attendant Dining Attendant Laundry Attendant Sewing Attendant	419.30	535.40	954.70
Level 3			
Cooks (Other)	423.50	536.40	959.90
Level 4			
Gardener/Groundsperson Grade 1	431.80	538.50	970.30
Level 5			
First Cook (Grade 1), or Cook working alone Gardener/Groundsperson, Grade 2 Sewing Supervisor	440.20	540.30	980.50
Level 6			
Senior Gardener/Groundsperson Grade 1 First Cook, Grade 2	448.50	542.50	991.00
Level 7			
Senior Gardener/Groundsperson, Grade 2 Tradesperson Cook	465.20	551.80	1017.00
Level 8			

Head Groundsperson	548.60	576.40	1125.00

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

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

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

(2) Junior Employees:

Junior employees shall receive the following percentages of the adult rate for the class of work on which they are engaged.

	%
Under 16 years of age	60
16 to 17 years of age	70
17 to 18 years of age	80

(3) General Conditions:

(a) Junior employees may be employed in the proportion of one junior to every two or fraction of two not being less than one adult employee employed in the same occupation, provided that this ratio may be altered by written agreement between the Union and the employee concerned.

(b) Senior employees other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid $25.95 per week in addition to the rates prescribed herein.

(4) For all work done on any day after a break referred to in subclause (3) of Clause 7. - Hours of this award, the employee shall be paid an allowance of $1.60 per hour for each such hour worked.

(5) On and from 12 August 1992 the wage rates set out in subclause (1) of this clause include the first, second, third and fourth instalments of the Minimum Rates Adjustment Principle. Relativities have been established at 87.4% of the tradesperson's rate at Level 1 and 100% of the tradesperson's rate for a trade trained Senior Cook at Level 7.

2024 WAIRC 00672

Security Officers' Award

21. - CLASSIFICATION STRUCTURE AND WAGE RATES

(1) CLASSIFICATION STRUCTURE

An employer shall classify existing and new employees, as a security officer at a level 1 to 4, according to the criteria set out below. Existing employees, and new employees upon engagement, shall be informed by the employer of the classification into which they have been placed.

(a) SECURITY OFFICER - LEVEL 1

(i) A Security Officer - Level 1 is an employee who performs work to the level of his or her training.

(ii) Indicative of the tasks which an employee at this level may perform are the following;

(aa) Watch, guard or protect premises and/or property;

(bb) Be stationed at an entrance and/or exit, whose principal duties shall include the control of movement of persons, vehicles, goods and/or property coming out of or going into premises or property, including vehicles carrying goods of any description, to ensure that the quantity and description of such goods is in accordance with the requirements of the relevant document and/or gate pass and who also may have other duties to perform and shall include an area or door attendant or commissionaire in a commercial building;

(cc) Respond to basic fire/security alarms at their designated post;

(dd) In performing the duties referred to above the officer may be required to use electronic equipment such as hand-held scanners and simple closed circuit television systems utilising basic keyboard skills.

(b) SECURITY OFFICER - LEVEL 2

(i) A Security Officer - Level 2 is an employee who performs work above and beyond the skills of an employee at Level 1 to the level of his or her training.

(ii) Indicative of the tasks which an employee at this level may perform are the following:

(aa) Duties of securing, watching, guarding and/or protecting as directed, including responses to alarm signals and attendances at and minor non-technical servicing of automatic teller

machines, and is required to patrol in a vehicle two or more separate establishments or sites; or

(bb) Monitors and responds to electronic intrusion detection or access control equipment terminating at a visual display unit and/or computerised printout (except for simple closed circuit television systems).

(cc) May be required to perform the duties of Security Officer - Level 1.

(dd) Monitors and acts upon walk through magnetic detectors; and/or monitor, interpret and act upon screen images using x-ray imaging equipment.

(ee) The operation of a public weighbridge by a Security Officer appropriately licensed to do so.

(c) SECURITY OFFICER - LEVEL 3

(i) A Security Officer - Level 3 is an employee who performs work above and beyond the skills of an employee at Level 2 to the level of his or her training.

(ii) Indicative of the tasks which an employee at this level may perform are the following:

(aa) The monitoring and operation of integrated intelligent building management and security systems terminating at a visual display unit or computerised printout which requires data input from the Security Officer.

(bb) A Security Officer, who in the opinion of the Employer has no previous relevant experience at this level, and is undertaking the tasks of a Security Officer Level 4 whilst undergoing training and gaining experience during the first 6 months of employment as such.

(iii) A Security Officer Level 3 is also required to perform the duties of a Security Officer - Level 1 and/or Security Officer - Level 2.

(d) SECURITY OFFICER - LEVEL 4

(i) A Security Officer - Level 4 is an employee who performs work above and beyond the skills of an employee at Level 3 to the level of his or her training.

(ii) Indicative of the tasks which an employee at this level may perform are the following:

(aa) Monitoring, recording, inputting information or reacting to signals and instruments related to electronic surveillance of any kind within a central station.

(bb) Keyboard operation to alter the parameters within an integrated intelligent building management and/or security system.

(cc) The co-ordinating, monitoring or recording of the activities of Security Officers utilising a verbal communications system within a central station.

(iii) A Security Officer Level 4 is also required to perform the duties of Security Officers at Levels 1 and/or 2 and/or 3.

(2) WAGE RATES

(a) The minimum rate of wage payable under this award shall be as follows:

Classification	Minimum Rate $
Security Officer-Level 1	946.40
Security Officer-Level 2	965.20
Security Officer-Level 3	978.00
Security Officer-Level 4	991.00

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

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

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

(3) A probationary Security Officer shall be paid 96% of the weekly wage rate prescribed for a Security Officer - Level 1 or Security Officer - Level 2 whichever is applicable and, if the officer is a casual, the casual loading referred to in subclause (3)(b) of Clause 6. – Types of Employment in the award.

(4) Senior Officials:

Any officer placed in charge of other officers shall be paid in addition to the appropriate wage prescribed, the following:

		Per Week $
(a)	if placed in charge of not less than 3 and not more than 10 other officers	26.90
(b)	if placed in charge of not less than 10 and not more than 20 other officers	41.40

(c) if placed in charge of more than 20 other officers 53.10

22. – 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00673

Shearing Contractors' Award of Western Australia 2003

4.1 - 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00674

Sheet Metal Workers' Award No. 10 of 1973

6. - WAGES AND SUPPLEMENTARY PAYMENT

(1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level as specified in Clause 3. - Definitions, shall be made up of a base rate, plus a supplementary payment and safety net adjustment, giving a total award rate as follows:-

	BASE RATE PER WEEK **$**	SUPPLEMENTARY PAYMENT **$**	SAFETY NET ADJUSTMENT **$**	TOTAL RATE PER WEEK **$**
Level C14	284.80	40.60	572.50	897.90
Level C13	299.50	42.60	576.50	918.60
Level C12	319.20	45.40	581.80	946.40
Level C11	337.40	48.10	586.90	972.40
Level C10	365.20	52.00	599.80	1017.00

(2) Supplementary Payments:

(a) Where an employee is in receipt of a rate of pay which exceeds the Award Rate Per Week prescribed in sub-clause (1) hereof, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangements, then such rate will be deemed to be inclusive of the Supplementary Payment.

(b) Overtime, shift allowances, penalty rates, disability allowances, special rates, fares, and travelling time allowances and any other work-related allowances prescribed by this award shall not be offset against Supplementary Payments.

(c) Alterations to the base rate and supplementary payments, arising out of the variation occurring on 15th May 1996 to reflect the percentage relativities in Clause 3. - Definitions of this Award for each classification level, shall not provide cause to allow an increase or decrease of an employee's total remuneration if the total remunerations in excess of the award rate per week prescribed in sub-clause (1) hereof.

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

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

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

(3) Junior Workers - Wage per week expressed as a percentage of the rate prescribed for an employee classified as Level C13:-

	%
Under 16 years of age	35
16 years of age	45
17 years of age	55
18 years of age	65
19 years of age	78.5
20 years of age	93

(4) Apprentices - Wage per week expressed as a percentage of the award rate for a Level C10 classification:-

Five Year Term	%
First Year	40
Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88
Four Year Term	%
First Year	42
Second Year	55
Third Year	75
Fourth Year	88
Three and a Half Year Term	%
First Six Months	42
Next Year	55
Next Year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

(5) Construction Allowance:

(a) In addition to the appropriate rates of pay prescribed in this clause, a worker shall be paid -

(i) $37.20 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project.

(ii) $33.40 per week if engaged on a multistorey building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A multistorey building, when completed, will consist of at least five storeys.

(iii) $19.70 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 3. - Definitions of this award.

(b) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.

(c) An allowance paid under this subclause includes any allowance otherwise payable under Clause 7. - Special Rates and Provisions of this award, except the allowance for work at heights.

(6) Leading Hands:

In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid:

		$
(a)	If placed in charge of not less than three and more than 10 other employees	21.00
(b)	If placed in charge of more than 10 and not more than 20 other employees	32.20
(c)	If placed in charge of more than 20 other employees	41.60

(7) A casual worker shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed.

(8) The rate prescribed in this award for any classification is not amended by this clause and shall not, for the purposes of any other award, order, industrial agreement or other agreement, be deemed to have been so amended.

(9) Structural Efficiency:

(a) Arising out of the decision of the State Wage Case on 8th September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment operative from the commencement of the first pay period beginning on or after 3 November 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the metal and engineering industry and to enhance the career opportunities and job security of employees in the industry.

(c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or union or unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism and procedures.

(d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award and, subject to Clause 37. - Training of this award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) hereof.

(e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission if the initiative varies an Award provision and by agreement of the parties involved shall be subject to the following requirements:-

(i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.

(ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change.

(iii) No employee shall lose income as a result of the change.

(iv) The relevant union or unions must be a party to the agreement.

(v) The relevant union or unions shall not unreasonably oppose any agreement.

(vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.

(f) Any disputes arising in relation to the implementation of subclause (c) and (d) hereof shall be subject to the provisions of Clause 27. - Avoidance of Industrial Disputes of this award.

(10) Liberty to Apply:

Liberty is reserved for the parties to this Award to pursue the inclusion of classification levels in excess of those currently contained in subclause (1) of this Clause.

6A. - MINIMUM 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

38. - TRAINEESHIPS

(1) Scope:

(a) This clause shall apply to persons -

(i) who are undertaking a traineeship (as defined); and

(ii) who are employed by an employer bound by this Award.

(b) This clause does not apply to the Apprenticeship system.

(2) Objectives:

(a) This clause facilitates a system of traineeships which provides approved training in conjunction with employment in order to enhance skill levels and future employment prospects of Trainees, particularly young persons and long term unemployed persons; and

(b) this clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme; and

(c) existing full time employees shall not be displaced from employment by a Trainee.

(3) Limited Operation (ATS and CST):

The wage rates prescribed herein and relative to the Australian Traineeship System (ATS) or the Career Start Traineeships (CST) shall not apply to any employer bound by this Award, except in relation to ATS and CST Trainees who commenced a traineeship with the employer before 28 July 1995.

(4) Definitions:

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

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

"Traineeship Agreement" means an agreement made subject to the terms of this Award between an employer and the Trainee for a Traineeship and which is registered with the Training Authority. A Traineeship Agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.

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

"Training Authority" means -

(a) the State Employment and Skills Development Authority and any successor; or

(b) the National Employment and Training Taskforce where such gives interim approval to a Training Scheme and thereafter until that scheme is finally approved by the body referred to in (a) hereof.

(5) Training Conditions:

(a) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.

(b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, provided that if the Traineeship Agreement is not in a standard format, a Traineeship shall not commence until the Traineeship Agreement has been registered with the Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on-the-job training.

(c) The employer shall provide an appropriate level of supervision during the traineeship period.

(d) The over-all training programme will be monitored by officers of the Training Authority and training records or work books shall be provided if required to be utilised as part of this monitoring process.

(6) Employment Conditions:

(a) A Trainee shall be engaged as a full time employee for a maximum duration of one year, provided that a Trainee shall be subject to a satisfactory probation period of one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee may vary the duration of the Traineeship and the extent of approved training, provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.

(b) (i) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned, in accordance with the Traineeship Agreement, and to the Training Authority.

(ii) An employer who decides not to continue the employment of a Trainee upon completion of the traineeship shall notify, in writing, the Training Authority of that decision.

(c) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement and the Trainee will attend such training.

(d) Where the employment of a Trainee by an employer is continued after completion of the traineeship period, such traineeship period shall be counted as service for the purposes of this Award.

(e) All other terms and conditions of this Award that are applicable to the Trainee, or would be applicable to the Trainee but for this clause, shall apply unless specifically varied by this clause.

(f) A Trainee who fails to either complete the Traineeship or who cannot, for any reason, be placed in full time employment with the employer on successful completion of the Traineeship, shall not be entitled to any severance payment.

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

(ii) A Trainee shall not work overtime alone.

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

(7) Wages:

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

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

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

(b) Traineeships (excluding ATS and CST):

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

(i) Industry/Skill Level A:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level A -

HIGHEST YEAR OF SCHOOLING			
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	**$**	**$**
	267.00 (50%)* 311.00 (33%)	332.00 (33%) 370.00 (25%)	454.00
plus 1 year out of school	370.00	454.00	525.00
plus 2 years	454.00	525.00	617.00
plus 3 years	525.00	617.00	704.00
plus 4 years	617.00	704.00	
plus 5 years/more	704.00		

(ii) Industry/Skill Level B:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level B -

HIGHEST YEAR OF SCHOOLING			
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	**$**	**$**
	267.00 (50%)* 311.00 (33%)	332.00 (33%) 370.00 (25%)	445.00
plus 1 year out of school	370.00	445.00	508.00
plus 2 years	445.00	508.00	598.00
plus 3 years	508.00	598.00	682.00
plus 4 years	598.00	682.00	
plus 5 years/more	682.00		

(iii) Industry/Skill Level C:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level C -

HIGHEST YEAR OF SCHOOLING			
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	$	$
	267.00 (50%)* 311.00 (33%)	332.00 (33%) 370.00 (25%)	443.00
plus 1 year out of school	370.00	443.00	498.00
plus 2 years	443.00	498.00	560.00

plus 3 years	498.00	560.00	628.00
plus 4 years	560.00	628.00	
plus 5 years/more	628.00		

(c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10 and shall be deemed to -

(i) include any period of schooling beyond Year 10 which was not part of, nor contributed to, a completed year of schooling;

(ii) include any period during which a Trainee repeats, in whole or part, a year of schooling beyond Year 10; and

(iii) not include any period during a calendar year in which a year of schooling is completed.

(d) Traineeships (AST and CST only):

Wages for the Australian Traineeship System and Career Start Trainees shall be calculated as follows:-

(i) Australian Traineeship System:

(aa) The weekly wage payable to a trainee shall be not less than that determined by applying the appropriate junior wage per week, calculated in accordance with subclause (2) in Clause 6. - Wages of this Award and multiplying by 39, which represents actual weeks spent on the job, then dividing that sum by 52 to provide a weekly wage.

(bb) In any case, the rate determined shall not be less than the minimum rate prescribed in the Australian Traineeship guide-lines as amended from time to time.

(ii) Career Start Traineeship:

(aa) Determining the hourly rate applicable to a Level C13 adult employee, if 21 years of age or older, or the appropriate junior wage per week as prescribed by subclause (2) of Clause 6. - Wages of this Award.

(bb) Multiplying that hourly rate by the number of weekly ordinary hours, less the average training as specified in the Registered Agreement.

(e) Completed Traineeship - Continued Junior Employment:

Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to -

(i) The Traineeship Scheme (excluding the Australian Traineeship System and a Career Start Traineeship), the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 3. - Definitions of this Award and the wage rate relevant thereto as prescribed in Clause 6. - Wages of this Award shall be the level of wage to which the prescribed age-related percentage appropriate to the junior employee concerned will be applied to calculate the weekly rate of wage for such junior employee; or

(ii) the Australian Traineeship System, or the Career Start Traineeship, the rate of wage for Level C12 prescribed by Clause 6. - Wages of this Award shall be the level of wage to which the prescribed age-related percentage, appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.

(8) Industry/Skill Levels:

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

(a) Industry/Skill Level A:

Office Clerical

Commonwealth Public Sector Clerical

State Public Sector Clerical

Local Government Clerical

Finance, Property and Business Services.

(b) Industry/Skill Level B:

Wholesale and Retail

Recreation and Personal Services

Transport and Storage

Manufacturing.

(c) Industry/Skill Level C:

Community Services and Health

Pastoral

Environmental

Wholesale and Retail - Vehicle Repair Services and Retail Sector.

2024 WAIRC 00675

Show Grounds Maintenance Worker's Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

27. - WAGES

(1) The minimum rates of wages per week payable to workers covered by this award shall be the wages prescribed in subclause (2) of this clause.

			Rate Per Week$	ASNA	TOTAL
(2)	(a)	Motor Vehicle Drivers -			
		Not exceeding 25cwt capacity			897.90
		Exceeding 25cwt but not exceeding 3 tons capacity			897.90
		Exceeding 3 tons but under 6 tons capacity			897.90
		Exceeding 6 tons and over but under 7 tons capacity			897.90
		Exceeding 7 tons and over but under 8 tons capacity			897.90
	(b)	Machine Drivers -			
		Operator-powered roller under 8 tons			897.90
		Operator-powered roller 8 tons and over			897.90
		Operator-powered vibrating roller under 4 tons			897.90
		Operator-powered vibrating roller 4 tons and over			897.90
		Operator-powered road roller pneumatic tyred 8 tons and over			897.90
		Operator-tractor-pneumatic tyred without power operated attachments -			
		(i) Classes 1 and 2			897.90
		(ii) Classes 3, 4, 5 and 6 (including tractors tilting or a one man hitch trailer)			897.90
		(iii) Over Class 6			897.90
		Operator-tractor-pneumatic tyred with power operated attachments -			
		(i) Classes 1 and 2			897.90
		(ii) Classes 3, 4, 5 and 6 (not including tractors tilting or a one man hitch trailer)			897.90
		(iii) Over Class 6 and up to and including 230 engine horsepower			897.90
		(iv) Over Class 6 with power operated attachments in excess of 230 engine horsepower			897.90
		Operator - Graders -			
		(i) Drawn Graders			897.90
		(ii) Grader - power operated below 50 net engine horsepower			897.90
		(iii) Grader - power operated 50 to 100 net engine horsepower			897.90
		(iv) Grader - power operated above 100 net engine horsepower			897.90
		Operator of portable petrol driven crosscut or circular saw			897.90
	(c)	Gardeners -			
		Propagator			897.90
		Nurserymen, first class gardeners appointed as such by the employer and street tree pruners			897.90
		Gardeners planting out and attending flower beds and assisting nurserymen			897.90
		Hand power motor mower			897.90
		Hand rotary hoe and operators of other machines			897.90
		Sprayers or fumigators of noxious weeds and/or pests vermin, mosquitoes, or ants or workers employed in destroying blackberry bush or boxthorn -			
		(i) Hand operated			897.90
		(ii) Power Operated			897.90
	(d)	General -			
		Track hands			897.90
		Machine man (jackhammer)			897.90
		Concrete slab layer			897.90

Concrete kerb layer	897.90
Concrete finisher	897.90
Others	897.90

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

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

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

(3) For the purpose of paragraph (b) of subclause (2) of this clause -

(a) Pneumatic tyred tractors up to 230 power take-off h.p. are classified as follows -

Class	Power Take-Off Horse Power
1	Up to 15
2	Over 15 up to 25
3	Over 25 up to 35
4	Over 35 up to 45
5	Over 45 up to 60
6	Over 60 up to 80
7	Over 80 up to 100
8	Over 100

(b) Pneumatic tyred tractors over 230 power take-off h.p. are classified as indicated in the margins table of this clause.

(c) Self-propelled rollers are classified by weight complete including maximum ballast.

(d) Back hoe when attached to a tractor shall be considered as a power operated attachment to the tractor.

(4) (a) Leading hands placed in charge of not less than three or more than ten other workers shall be paid $15.00 per week above the rates of wage of the workers whose work they direct.

(b) Leading hands placed in charge of more than ten but not more than 20 other workers shall be paid $22.70 per week above the rate of wage of the workers whose work they direct.

(c) Leading hands placed in charge of more than 20 other workers shall be paid $29.50 per week above the rate of wage of the workers whose work they direct.

2024 WAIRC 00676

Soap and Allied Products Manufacturing Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

25. - WAGES

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

	Base Rate$	Arbitrated Safety Net Adjustments$	Minimum Rate$
Adult employees:			
Product maker - soap crutcher, liquids powders and pastes, detergents and cleaners polishes and stains, toilet soaps	343.60	576.80	920.40
Assistant Product Maker	335.60	575.00	910.60
General Hand other than above	327.50	573.00	900.50

(2) Junior Employees. Junior Employees shall receive the prescribed percentage of the General Hand minimum rate.

	%
Under 17 years of age	60
17 to 18 years of age	70
18 to 19 years of age	80
19 to 20 years of age	90
At 20 years of age, adult rates	100

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

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

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

2024 WAIRC 00677

Social and Community Services (Western Australia) Interim Award 2011

5. - MINIMUM ADULT AWARD WAGE

5.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

5.2 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

5.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

5.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

5.5 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*.

5.6 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*.

5.7 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.

5.8 Subject to this clause the minimum adult award wage shall –

(1) Apply to all work in ordinary hours.

(2) 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.

5.9 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 2024 State Wage order. 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.

5.10 Adult Apprentices

(1) 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 $762.80 per week.

(2) 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 $762.80 by 38 and multiply by the number of ordinary hours prescribed for a full-time apprentice under the award.

(3) The minimum adult apprentice wage is payable from the beginning of the first pay period commencing on or after 1 July 2024.

(4) 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.

(5) 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.

(6) 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.

14. - CLASSIFICATIONS AND SALARY

14.1 Rates of pay

14.1.1 The minimum annual rate of salary to be paid to employees shall be in accordance with the rates set out in this clause.

14.1.2 The classification of employees shall be determined in accordance with the classification definitions.

14.1.3 For the purpose of the calculation and payment of salaries, the weekly salary shall be calculated by dividing the annual salary by 52.1667.

Level		Wages & Allowances Review 2008	Wages Review 2009-2010	Wages & Allowances Review 2024
		($)	($)	($)
Community Services Worker 1				Rate of Pay Per Annum $
	1	30,981	17,970	48,951
	2	32,069	18,230	50,299
Community Services Worker 2				
	1	33,262	18,515	51,777
	2	34,350	18,945	53,295
	3	35,438	19,300	54,738
Community Services Worker 3				
	1	36,423	19,624	56,047
	2	37,511	19,977	57,488
	3	38,338	20,247	58,585
Community Services Worker 4				
	1	38,338	20,247	58,585
	2	39,145	20,511	59,656
	3	40,233	20,865	61,098
	4	42,410	21,577	63,987
Community Services Worker 5				
	1	43,394	21,898	65,292
	2	44,482	22,254	66,736
	3	45,466	22,574	68,040
Community Services Worker 6				
	1	46,555	22,929	69,484
	2	47,643	23,283	70,926
	3	48,731	23,641	72,372
Community Services Worker 7				
	1	49,819	23,995	73,814
	2	50,907	24,351	75,258
	3	51,995	24,704	76,699
Community Services Worker 8				
	1	54,172	25,415	79,587
	2	55,260	25,770	81,030
	3	56,348	26,125	82,473
Community Services Worker 9				
	1	58,525	26,837	85,362

2024 WAIRC 00678

Social Trainers (Nulsen Haven) Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

11. - WAGES

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

	Total Rate Per Annum$	Base Rate Per Week$	Arbitrated Safety Net Adjustments$	Minimum Rate$
TRAINEE SOCIAL TRAINER:				
Under 21 years				
On appointment				
Level 1, appropriate to age				
2nd year				
Next additional increment				
3rd year				
Next additional increment				
Level One				
18 years of age	36892	275.00	432.20	707.20
19 years of age	41608	316.30	481.30	797.60
20 years of age	45870	353.60	525.70	879.30
Over 21 years				
On appointment Level 1, 1st year of adult service	50821	387.10	587.10	974.20
2nd year Level 1, 2nd year of Adult service	51635	399.60	590.20	989.80
3rd year Level 1, 3rd year of adult service	52448	412.10	593.30	1005.40
SOCIAL TRAINER				
On appointment Level 1, 4th year of adult service	53747	427.10	603.20	1030.30
2nd year Level 1, 5th year of adult service	54613	439.60	607.30	1046.90
3rd year Level 1, 6th year of adult service	55469	452.00	611.30	1063.30
4th year Level 1, 7th year of adult service	56314	466.30	613.20	1079.50
5th year Level 1, 8th year of adult service	57013	476.30	616.60	1092.90
6th year Level 1, 9th year of adult service	58030	491.00	621.40	1112.40
SENIOR SOCIAL TRAINER:				
1st year Level 2, 1st year of adult service	59251	508.60	627.20	1135.80
2nd year Level 2, 2nd year of adult service	60305	521.90	634.10	1156.00
3rd year Level 2, 3rd year of adult service	61301	536.30	638.80	1175.10
4th year Level 2, 4th year of adult service	62334	551.20	643.70	1194.90
5th year Level 2, 5th year of adult service	63419	566.90	648.80	1215.70

(2) Provided that an employee who has been reclassified from one designation to that of Trainee Social Trainer or Social Trainer shall be entitled to no reduction in conditions of employment or rates of pay to that the employee would have received if he/she had remained in his/her former classification.

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

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

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

2024 WAIRC 00679

Social Trainers and Assistant Supervisors' (Activ Foundation) Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

32. - WAGES

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

	OLD RATE PER ANNUM$	ARBITRATED SAFETY NET ADJUSTMENTS PER ANNUM$	NEW RATE PER ANNUM$	TOTAL RATE PER FORTNIGHT$
Trainee Social Trainer				
Under 21 years -				
1st Year Level 1, appropriate to age				
2nd Year Next additional increment				
3rd Year Level One Next additional increment				
18 years of age	14238	22641	36879	1413.90
19 years of age	16481	24016	40497	1552.60
20 years of age	18507	25185	43692	1675.10
Over 21 years				
1st Year Level 1, 1st year of adult service	20331	30667	50998	1955.20
2nd Year Level 1, 2nd year of adult service	20983	30821	51804	1986.10
3rd Year Level 1, 3rd year of adult service	21634	30973	52607	2016.90

Social Trainer				
On appointment Level 1, 4th year of adult service	22281	31466	53747	2060.60
2nd year Level 1, 5th year of adult service	22932	31679	54611	2093.70
3rd year Level 1, 6th year of adult service	23583	31755	55338	2121.60
4th year Level 1, 7th year of adult service	24332	31995	56327	2159.50
5th year Level 1, 8th year of adult service	24850	32163	57013	2185.80
6th year Level 1, 9th year of adult service	25616	32414	58030	2224.80
Senior Social Trainer				
1st year Level 2, 1st year of adult service	26533	32574	59107	2266.10
2nd year Level 2, 2nd year of adult service	27236	32943	60179	2307.20
3rd year Level 2, 3rd year of adult service	27975	33183	61158	2344.70
4th year Level 2, 4th year of adult service	28756	33434	62190	2384.30
5th year Level 2, 5th year of adult service	29573	33702	63275	2425.90
Community Access Co-ordinator/ Assistant Supervisor				
1st year	22946	31683	54629	2094.40
2nd year	23597	31890	55487	2127.30
3rd year	24346	31997	56343	2160.10
4th year	24864	32165	57029	2186.40
5th year	25629	32419	58048	2225.50

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

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

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

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Soft Furnishings Award

7. - WAGES

The minimum rates of wage for employees covered by this award shall be:

(1)

Classification	Total Rate$
(a) Workroom Supervisor	1061.40
(b) Specialist Soft Furnishings Maker	1017.00
(c) Installer	996.10
(d) Cutter	991.00
(e) Machinist	965.20
(f) Presser and Finisher	933.90
(g) Trainee (entry level employee)	918.60

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

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

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

(3) Apprentices:

(a) The rate per week for apprentices shall be the percentages shown in paragraph (b) hereof, of the total rate for a Specialist Soft Furnishings Maker.

(b) Percentages

Three Year Term	%
First Year	42
Second Year	55
Third Year	88

(4) Junior Employees:

(a) The wages per week for a junior employee shall be the percentage shown in paragraph (b) hereof, of the total rate for a Machinist.

(b)

Percentage:	%
Under 16 years	40
Between 16 and 17 years	48.5
Between 17 and 18 years	56
Between 18 and 19 years	77
Between 19 and 20 years	84
Between 20 and 21 years	89.5

7A. - MINIMUM 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

45. - TRAINEESHIPS

(1) Scope

(a) Subject to paragraph (b) of this subclause, this clause shall apply to persons:

(i) who are undertaking a Traineeship (as defined); and

(ii) who are employed by an employer bound by this award.

(b) Provided that this clause shall not apply to employees who were or are undertaking a traineeship otherwise than a traineeship as defined by this clause prior to the date of commencement of this clause.

(c) This clause has no relationship to the Apprenticeship system.

(2) Objective

The objective of this clause is to facilitate the establishment of a traineeship which provides approved training in conjunction with employment in order to enhance the skills and future employment prospects of Trainees, particularly young people, and the long term unemployed. The system is neither designed nor intended for those who are already trained and job ready. It is not intended that existing employees shall be displaced from employment by Trainees. Nothing in this clause shall be taken to replace the prescription of training requirements in the award.

(3) Definitions

In this clause:

(a) "Approved Training" means training undertaken (both on and off the job) in a Traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved by the State Training Authority or the National Employment and Training Taskforce (NETTFORCE). The training will be accredited and lead to qualifications as set out in subclause (4)(e).

(b) "Award" means the Soft Furnishing Award No A 23 of 1982.

(c) "Union" means the Forest Products, Furnishing and Allied Industries Industrial Union of Workers, WA.

(d) "Trainee" means an employee who is bound by a Traineeship Agreement made in accordance with this award.

(e) "Traineeship" means a system of training which has been approved by the State Training Authority, or which has been approved on an interim basis by NETTFORCE, until final approval is granted by the State Training Authority.

(f) "Traineeship Agreement" means an agreement made subject to the terms of this award between an employer and the Trainee for a Traineeship and which is registered with the State Training Authority, NETTFORCE, or under the provisions of the State Employment and Skills Development Authority Act 1991, or any successor legislation. A Traineeship Agreement shall be made in accordance with the approved Traineeship Scheme and shall not operate unless this condition is met.

(g) "Traineeship Scheme" means an approved Traineeship applicable to a group or class of employees, or an enterprise within the industry of Soft Furnishing Manufacture. A Traineeship Scheme shall not be given approval unless consultation and negotiation with the union upon terms of the proposed Traineeship Scheme and the Traineeship have occurred. An application for approval of a Traineeship Scheme shall identify the union and demonstrate to the satisfaction of the approving authority that the abovementioned consultation and negotiation have occurred. A Traineeship Scheme shall include a standard format which may be used for a Traineeship Agreement.

(h) "Parties to a Traineeship Scheme" means the employer and the union involved in the consultation and negotiation required for the approval of the Traineeship Scheme.

References in this clause to "the State Training Authority and/or NETTFORCE" shall be taken to be a reference to NETTFORCE in respect of a Traineeship that is the subject of an interim approval but not a final approval by the State Training Authority.

(4) Training Conditions

(a) The Trainee shall attend an approved training course or training program prescribed in the Traineeship Agreement or as notified to the trainee by the State Training Authority in accredited and relevant Traineeship Schemes; or NETTFORCE if the Traineeship Scheme remains subject to interim approval.

(b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with this clause, has been signed by the employer and the trainee and lodged for registration with the State Training Authority, provided that if the Traineeship Agreement is not in a standard format a Traineeship shall not commence until

the Traineeship Agreement has been registered with the State Training Authority. The employer shall ensure that the Trainee is permitted to attend the training course or program provided for in the Traineeship Agreement and shall ensure that the Trainee receives the appropriate on-the-job training.

(c) The employer shall provide a level of supervision in accordance with the Traineeship Agreement during the traineeship period.

(d) The employer agrees that the overall training program will be monitored by officers of the State Training Authority or NETTFORCE and training records or work books may be utilised as a part of this monitoring process.

(e) Training is to be directed at:

(i) the achievement of key competencies required for successful participation in the workplace (where these have not been achieved) (e.g. literacy, numeracy, problem solving, team work, using technology), and as are proposed to be included in the Australian Vocational Certificate Level 1 qualification.

This could be achieved through foundation competencies which are part of endorsed competencies for an industry or enterprise; and/or

(ii) the achievement of competencies required for successful participation in an industry or enterprise (where there are endorsed national standards these will define these competencies), as are proposed to be included in the Australian Vocational Certificate Level 2 qualification or above.

(5) Employment Conditions

(a) A Trainee shall be engaged as a full-time employee for a maximum of one year's duration provided that a Trainee shall be subject to a satisfactory probation period of up to one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the State Training Authority or NETTFORCE, the employer and the Trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.

(b) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned in accordance with the Traineeship Agreement and subsequently to the State Training Authority or NETTFORCE. The written notice to be provided to the State Training Authority or NETTFORCE shall be provided within 5 working days of the termination.

An employer who chooses not to continue the employment of a trainee upon completion of the traineeship shall notify, in writing, the State Training Authority or NETTFORCE of its decision.

(c) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement.

(d) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship shall be counted as service for the purposes of the Award or any other legislative entitlements.

(e) (i) The Traineeship Agreement may restrict the circumstances under which the Trainee may work overtime and shiftwork in order to ensure the training program is successfully completed.

(ii) No Trainee shall work overtime or shiftwork on his or her own unless consistent with the provisions of the Award.

(iii) No Trainee shall work shiftwork unless the parties to a Traineeship Scheme agree that such shiftwork makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for a non-shiftwork Trainee.

(iv) The trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed in this award.

(f) All other terms and conditions of this award that are applicable to the trainee, or would be applicable but for this clause, shall apply unless specifically varied by this clause.

(g) A Trainee who fails to either complete the traineeship, or who cannot for any reason be placed in full time employment with the employer on successful completion of the traineeship shall not be entitled to any severance payments.

(h) The right of entry provisions contained in Clause 21 of this award shall apply to the parties bound by the Traineeship.

(6) Wages of Trainees

(a) (i) The weekly wages payable to a Trainee are as provided for in paragraph (iv) of this subclause.

(ii) These wage rates will only apply to Trainees while they are undertaking the Traineeship, which includes approved training, as defined.

(iii) The wage rates prescribed by this subclause do not apply to the complete trade level training which is covered by the Apprenticeship system.

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

HIGHEST YEAR OF SCHOOLING			
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	**$**	**$**
	271.00 (50%)* 315.00 (33%)	333.00 (33%) 379.00 (25%)	445.00
plus 1 year out of school	379.00	445.00	508.00
plus 2 years	445.00	508.00	598.00
plus 3 years	508.00	598.00	682.00
plus 4 years	598.00	682.00	
plus 5 years/more	682.00		

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

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

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

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

(b) Subclause (8) sets out the industry/skill level of an approved Traineeship. The industry skills contained in subclause (8) are prima facie the appropriate levels but are not determinative of the actual skill levels that may be contained in a Traineeship Scheme. The determination of the appropriate skill level shall be made by NETTFORCE based on the following criteria:

(i) Any agreement of the parties;

(ii) The nature of the industry;

(iii) The total training plan;

(iv) Recognition that training can be undertaken in stages;

(v) The exit skill level in the relevant award contemplated by the Traineeship. In the event that the parties disagree with such determination it shall be open to any party to the Award to seek to have the matters in dispute determined by the Commission.

(c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:

(i) include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;

(ii) include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10; and

(iii) not include any period during a calendar year in which a year of schooling is completed.

(d) At the conclusion of the traineeship, this clause ceases to apply to the employment of the Trainee and the Award shall apply to the former trainee.

(7) Special Arrangements

The wage rates contained in this clause are minimum rates. Subject to the foregoing, the Western Australian Industrial Relations Commission shall be requested to determine the appropriate wage rates for any Traineeship not regarded by the parties as appropriately covered by this award.

(8) Industry/Skill Levels

Industry/Skill Level B:

Wholesale and Retail

Recreation and Personal Services

Transport and Storage

Manufacturing

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State Research Stations, Agricultural Schools and College Workers Award

26. - WAGES

(1) Department of Agriculture (increments based on service):

		A RATE PER WEEK FIRST YEAR OF SERVICE$	B RATE PER WEEK SECOND YEAR OF SERVICE$	C RATE PER WEEK THIRD AND SUBSEQUENT YEARS OF SERVICE$
(a)	General Operative			
	Grade II	-	348.09	-
	Arbitrated Safety Net Adjustments		577.81	
	Total		925.90	
(b)	General Operative			
	Grade I	371.66	375.97	379.55
	Arbitrated Safety Net Adjustments	583.44	584.53	585.45
	Total	955.10	960.50	965.00
(c)	Agricultural			
	Operative	379.76	384.17	387.86
	Arbitrated Safety Net Adjustments	585.54	586.53	587.34
	Total	965.30	970.70	975.20
(d)	Senior Agricultural			
	Operative (Tradesperson)	423.83	428.75	432.96
	Arbitrated Safety Net Adjustments	602.17	603.75	604.94
	Total	1026.00	1032.50	1037.90
(e)	Senior Agricultural			
	Operative Special	476.83	484.00	491.18
	Arbitrated Safety Net Adjustments	616.77	619.00	621.42
	Total	1093.60	1103.00	1112.60

(2) Ministry of Education (increments based on performance provided that for entry to the level of (d) hereof the employee shall hold the appropriate qualification):

		A RATE PER WEEK$	B RATE PER WEEK$	C RATE PER WEEK$
(a)	Agricultural Training			
	Officer Level 1	433.67	438.80	443.21
	Arbitrated Safety Net Adjustments	605.43	606.90	608.29
	Total	1039.10	1045.70	1051.50
(b)	Agricultural Training			
	Officer Level 2	449.87	455.30	459.71
	Arbitrated Safety Net Adjustments	610.43	612.20	613.49
	Total	1060.30	1067.50	1073.20
(c)	Agricultural Training			
	Officer Level 3	466.68	472.42	481.03
	Arbitrated Safety Net Adjustments	613.42	615.28	618.17
	Total	1080.10	1087.70	1099.20
(d)	Agricultural Training			
	Officer Level 4	496.30	511.68	527.05
	Arbitrated Safety Net Adjustments	623.20	628.12	635.65
	Total	1119.50	1139.80	1162.70

(3) Ministry of Education (increments based on performance):

		A RATE PERWEEK$	B RATE PERWEEK$	C RATE PERWEEK$	D RATE PERWEEK$
(a)	Kitchen Staff				
	employee Level 1	370.84	377.50	381.71	
	Arbitrated Safety Net Adjustments	583.36	584.90	585.89	
	Total	954.20	962.40	967.60	
(b)	Kitchen Staff				
	employee Level 2	387.55	395.85	400.98	
	Arbitrated Safety Net Adjustments	587.35	589.25	590.52	
	Total	974.90	985.10	991.50	
(c)	Kitchen Staff				
	employee Level 3	412.15	421.17	435.01	443.51
	Arbitrated Safety Net Adjustments	593.25	601.23	605.59	608.59
	Total	1005.40	1022.40	1040.60	1052.10
(d)	Kitchen Staff				
	employee Level 4	448.23	455.92	460.73	
	Arbitrated Safety Net Adjustments	609.97	612.58	614.07	
	Total	1058.20	1068.50	1074.80	

(4) Employees of the Ministry of Education performing Housemaster's duties shall be entitled to payment in accordance with the rates and conditions prescribed by the Government School Teachers' Salaries Award.

(5) (a) For the purposes of (2) and (3) hereof, the following is to apply:

Assessment Within Levels

It is agreed that a performance management system should be used to assess the employee's performance and suitability to move from one increment point (A, B or C) to another within a particular level.

The personnel involved in assessing Agricultural Training Officers shall be:

the Principal (or nominated representative) and the Farm Supervisor (or Agricultural Teacher) at the establishment.

(b) A copy of this assessment and relevant documents will be sent to the employer's Head Office and the employee shall be entitled to the next annual increment.

(c) In the event of an assessment that the performances has been unsatisfactory, the employee will be given three (3) months to show an improvement and be reassessed for his/her increment and suitability to continue employment in that capacity.

(d) Employees will be subject to periodic review in order to receive an increment.

(6) (a). Assessment to a Higher Classification

There is a specific requirement at each level to master a number of major areas on the farm, as outlined in the National Core Curriculum Farm Skills Training Guide. The assessment procedure has been agreed to and should be read in conjunction with the "definitions" and "wages" clauses of this award.

(b) The Assessment Panel shall consist of the following: Employer Nominee, Supervisor and the Appropriate Member of Advisory Council.

(c) The assessment will be based on criteria established by the National Core Curriculum and consistent in every instance of assessment. Success will be determined by the criteria outlined and tested by this document and the panel members' decision must be unanimous. Criteria in addition to that outlined in the National Core Curriculum, assessed by the nominated panel will be the Agricultural Training Officer's ability to demonstrate and communicate with the students.

(d) Reasons for the decision are to be made available to the Agricultural Training Officer.

(e) The assessment report will then be forwarded to the Co-ordinator of Agricultural Education to be processed as a reclassification. Further increments within the level, (excluding and unless Level 4) will be subject to annual review; however the progression from one classification to another is not restricted by a qualifying time period.

(f) In the event that an employee wishes to appeal against the result of the assessment, the following is to apply:

(i) The employee shall forward to the Co-ordinator of Agricultural Education for receipt within 14 days of the decision being made, a written statement outlining the reason and grounds for disputing the decision.

(ii) On receipt of such written statement, the employer shall notify the Union of that fact.

(iii) The employer may require the original assessment panel to comment in writing to the Co-ordinator stating the reasons for unsuccessful assessment.

(iv) A review panel will then be appointed to reassess the claim.

(v) The decision of the review panel will be accepted by the employer and by the Union as final.

(vi) Nothing in the foregoing shall be construed so as to limit or pre-empt the rights of any employee pursuant to the Industrial Relations Act 1979.

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

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

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

27. - MINIMUM 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00682

Storemen (Government) Consolidated Award 1979

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

20. - WAGES

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

(2) The rates of wages payable to employees under this award shall be as follows:

(a) Adults (Classification and Wage per week):

	BaseRate$	ArbitratedSafety NetAdjustments$	AwardRate$
Storeperson Level 4			
Grade 1	440.75	578.45	1019.20
Grade 2	451.00	581.70	1032.70
Grade 3	461.25	584.85	1046.10
Storeperson Level 3			
Grade 1	421.28	568.12	989.40
Grade 2	427.43	569.57	997.00
Grade 3	433.58	571.12	1004.70
Storeperson Level 2			

Grade 1	408.46	565.04	973.50
Grade 2	414.61	566.39	981.00
Grade 3	421.07	568.03	989.10
Storeperson Level 1			
Grade 1	397.70	562.60	960.30
Grade 2	402.83	563.77	966.60
Grade 3	407.95	564.95	972.90

(b) Junior Employees (percent of the wage prescribed for a Storeperson Level 1 Grade 1 in paragraph (a) above).

Under 16 years of age	43%
16 to 17 years of age	53%
17 to 18 years of age	62%
18 to 19 years of age	77%
19 to 20 years of age	83%
At 20 years of age	92%

(3) (a) A Level 1 Storeperson required to operate a walk beside power operated tow motor, or a ride on power operator pallet truck in the performance of his/her duties shall be paid an additional 33 cents per hour whilst so engaged.

(b) A Level 1 Storeperson required to operate a ride on power operated forklift, high lift stacker, high lift stock picker or a power operated overhead traversing hoist in the performance of his/her duties, shall be paid an additional 46 cents per hour whilst so engaged.

(4) Cold Chamber Allowances

(a) An employee shall receive an additional payment for every hour of which he/she spends 20 minutes or more in a cold chamber in accordance with the following:

In a cold chamber in which the temperature is:
(i) Below 0 degrees Celsius to -20 degrees Celsius:49 cents per hour

(b) Employees required to work in temperatures less than -18.9 degrees Celsius shall be medically examined at the employer's expense.

(5) Casual employees shall receive 20 per centum in addition to the rates prescribed in this clause.

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

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

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

2024 WAIRC 00683

Teachers (Public Sector Primary and Secondary Education) Award 1993

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

SCHEDULE B – SALARIES

PART 1 – WAGES ADJUSTED BY ARBRITRATED SAFETY NET ADJUSTMENTS

TABLE I – TEACHERS AND SCHOOL ADMINISTRATORS			
	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 1			
1.1	21317	28963	50280
1.2	22446	29233	51679
1.3	23764	29871	53635
1.4	24807	30212	55019
1.5	26439	30606	57045
1.6	28020	31123	59143
1.7	30085	31935	62020
1.8	31460	32385	63845
1.9	33700	33115	66815
Level 2			
2.1	34748	33318	68066
2.2	36204	33792	69996
2.3	38950	34689	73639
Teachers			
Lecturers (Senior Colleges)			
Level 3			
3.1	41782	35613	77395
3.2	43406	36143	79549
3.3	45245	36743	81988

Principal of Primary School (< 100 students)

Principal of Education Support School (< 40 students)

Principal of Agricultural School/College (< 40 students)

Deputy Principal District High School (Secondary)

Deputy Principal District High School (Primary) (< 200 students)

Deputy Principal of Primary School

Programme Co-ordinator (Primary) - Distance Education

Head of Department - Secondary Schools (previously known as Senior Teacher)

Programme Co-ordinator - (previously limited tenure Senior Teacher positions)

Senior Lecturer - Senior College

Deputy Principal Education Support School (>40 students)

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 4			
4.1	47262	37401	84663
4.2	48524	37812	86336
4.3	49786	38225	88011

Principal of Agricultural School (40 to 80 students)

Principal of Primary School (100 to 300 students)

Principal of Education Support School (40 to 80 students)

Deputy Principal High and Senior High Schools (provided that Deputy Principals of High and Senior High Schools with an enrolment of > 600 students may progress to the minimum of Level 5)

Deputy Principal District High School (Primary)(> 200 primary students)

Deputy Principal - Distance Education

Head of School - Senior College

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 5			
5.1	51589	38813	90402
5.2	53318	39378	92696
5.3	55052	39943	94995

Principal of Primary School (301 to 700 students)

Principal of District High School (150 to 450 students)

Principal of Agricultural College (> 80 students)

Principal of Education Support School (> 80 students)

Vice Principal - Distance Education

Deputy Principal - Senior College

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 6			
6.1	57946	40887	98833
6.2	59680	41455	101135
6.3	61409	42016	103425

Principal High and Senior High School

Principal of Primary School (> 700 students)

Principal - Distance Education Centre

Principal of Senior College

TABLE II – EDUCATION OFFICERS			
	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 1			
Education Officer	31651	32445	64096
School Support Officer	33462	33037	66499
	35269	33490	68759

	37080	34078	71158
	38887	34667	73554
	40695	35258	75953
	42035	35697	77732
Level 2			
Education Officer	43379	36133	79512
	45003	36665	81668
	46841	37263	84104
Level 3			
Senior Education Officer	48859	37924	86783
Consultant	50120	38335	88455
	51383	38747	90130

ABLE III – SCHOOL DEVELOPMENT OFFICERS

The following salary scale shall be paid to employees employed as School Development Officers:

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 1			
1.1	30599	32103	62702
1.2	32411	32695	65106
1.3	34218	33144	67362
1.4	36029	33734	69763
1.5	37832	34324	72156
1.6	39640	34914	74554
1.7	40984	35352	76336

TABLE IV – COUNSELLING ASSISTANTS

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level	21830	29085	50915
	23150	29401	52551
	24446	30095	54541
	25756	30384	56140
	27297	30888	58185
	28883	31542	60425
	30513	32073	62586
	32151	32608	64759
	33563	33071	66634
	34969	33389	68358
	36395	33855	70250

ABLE V – GUIDANCE OFFICERS

The following salary scale shall be paid to employees employed as Guidance Officers:

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Guidance Officer, Grade II	24031	29959	53990
	25360	30392	55752
	26666	30681	57347
	27969	31105	59074
	29575	31769	61344
	31207	32303	63510
	32846	32836	65682
	34482	33229	67711
	35898	33693	69591
	37317	34154	71471
	38742	34622	73364
Guidance Officer, Grade I	38863	34660	73523
	39577	34893	74470
	40295	35127	75422
	41009	35360	76369
	41728	35594	77322

ABLE VI – SCHOOL PSYCHOLOGISTS

The following salary scale shall be paid to employees employed as School Psychologists:

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 1			
School Psychologist (Provisional)	29087	31611	60698
School Psychologist	30896	32200	63096
	32707	32791	65498
	34514	33240	67754
	36321	33830	70151
Level 2			
School Psychologist	38128	34421	72549
	39939	35010	74949
	41564	35543	77107
	43191	36074	79265
Level 3			
Senior School Psychologist	45790	36920	82710
	46829	37261	84090
	47870	37599	85469
Level 4			
Principal School Psychologist	49315	38072	87387
	50339	38406	88745
	51383	38747	90130

(1) School Psychologists, Level 1 shall progress to School Psychologist, Level 2 on having met the following:

(a) Full registration status with the Psychologists Board of Western Australia; and

(b) Having served twelve months on the maximum of School Psychologist, Level 1.

(2) An employee on Table I wishing to transfer to the School Psychology Service shall transfer to the closest salary higher, plus one increment, to the maximum of Level 2 of Table VI. An employee who transfers to a salary in Level 2, Table VI shall be deemed to be Level 1, Table VI for all purposes other than salary.

2024 WAIRC 00684

Teachers (Public Sector Technical and Further Education) Award 1993

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

8. - SALARY SCALE

(1) Employees shall be paid salaries and additional payments in accordance with the provisions of this clause. The pay rates set out in this clause were last varied from the beginning of the first pay period commencing on or after 1 July 2024.

(2) LECTURERS/COUNSELLORS

(a) The following salary scale shall apply to Lecturers and Counsellors.

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Grade 1	28188	31176	59364
Grade 2	29611	31780	61391
Grade 3	31035	32242	63277
Grade 4	32459	32708	65167
Grade 5	33882	33172	67054
Grade 6	35306	33498	68804
Grade 7	36730	33961	70691
Grade 8	38154	34429	72583
Grade 9	39577	34890	74467
Grade 10	41000	35356	76356

(b) Except as otherwise provided in this award, progression along the salary scale shall be by annual increments and shall be dependent upon satisfactory service.

(c) A lecturer/counsellor who has not had a satisfactory report may not advance further than 3 annual increments from grade of appointment.

(d) Progression beyond two increments from grade of appointment is dependent on attaining an approved teaching qualification.

(e) An individual's commencement salary grade shall meet the following minimum conditions:-

(i) Grade 1:- Certificate, plus 5 years trade experience or basic qualification and/or criteria necessary to perform the position.

(ii) Grade 2:- The attainment of 3 years trained status as defined or equivalent to UG2 status.

(iii) Grade 3:- The attainment of 4 years trained status as defined or equivalent to UG1 status.

(iv) Grade 4:- The attainment of 5 years trained status as defined or equivalent to PG1 status.

(f) A Counsellor must be a 'Registered Psychologist' in accordance with the provisions of the Psychologists Registration Act 1976.

(3) ADVANCED SKILLS LECTURER 1 (ASL1)

ADVANCED SKILLS COUNSELLOR 1 (ASC1)

Point	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
1	42538	35858	78396
2	44075	36361	80436
3	45612	36861	82473

Progression to ASL1 and ASC1 will be contingent upon meeting the specified criteria, in Appendices 1 and 2 respectively.

(4)

	Minimum Salary $ per annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
ADVANCED SKILLS LECTURER 2 (ASL 2) ADVANCED SKILLS COUNSELLOR 2 (ASC 2) CURRICULUM OFFICER LEVEL 2 (CO 2)	47150	37364	84514

Progression to ASL2 or ASC2 or Curriculum Officer Level 2 will be available to, in the case of Lecturer ASL1's, Counsellors ASC1's and Curriculum Officer Level 1's subject to meeting the specified criteria, in Appendices 3, 4 and 5 respectively.

(5) PROMOTIONAL POSITIONS

(a) Curriculum Officer Level 1 (CO 1)

Regional Co-Ordinator

Point	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
1	42538	35858	78396
2	44075	36361	80436
3	45612	36861	82473

Selection for CO1 will be based on the specified criteria in Appendix 6.

Regional Co-ordinator positions are currently classified as Education Officer 1 for which criteria, duties and roles are already established. They are Education Act promotional positions.

(b)

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Head of Program Centre Manager 1	47150	37364	84514

Selection for Head of Program and Centre Manager 1 will be based on the specified criteria in Appendices 7 and 8 respectively.

(c)

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Principal Lecturer Centre Manager 2 Senior Counsellor Senior Curriculum Officer	49200	38031	87231

Selection for Principal Lecturer, Senior Counsellor and Senior Curriculum Officer will be based on the specified criteria in Appendices 9, 10 and 11 respectively.

Selection Criteria for Centre Manager 2 are subject to further negotiation between the parties.

(d) Associate DirectorPoint

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
1	49200	38031	87231
2	52275	39037	91312

(6) ALLOWANCES AND ADDITIONAL PAYMENTS

(a) Lecturers approved to undertake special projects or administrative duties determined by the Executive Director shall have their annual salary increased by:-

	Allowance $ Per Annum
Special Projects	2050
Administrative Duties:	
- 4 year trained	1141
- Other	939

(b) Lecturers may be transferred to undertake special projects for a period up to two years with an option for a further 12 months. These officers will progress on the lecturing scale as provided in this clause. At the completion of the project the lecturer will revert to his or her new substantive salary on the lecturing scale.

(7) HOLIDAY LOADING

(a) Employees shall be paid a loading of 17-1/2 percent of current salary when proceeding on annual leave. The loading shall be calculated with respect to a maximum of four weeks annual leave provided that the amount of such loading shall not exceed the amount set out in the Australian Bureau of Statistics publication for average weekly earnings per male employed unit in Western Australia for the September quarter in the year immediately proceeding the date leave is taken.

(b) For the purposes of this clause there shall be no distinction between permanent and temporary employees.

(c) Any employee employed for not less than one continuous month shall be entitled to a holiday loading on a pro-rata basis for each continuous month's service.

(d) Any employee who works for a period within the school year which extends over term or semester vacations will be credited with service for such vacation period or periods.

(8) ARBITRATED SAFETY NET ADJUSTMENT

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

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

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

(9) PART TIME EMPLOYEES

(a) A part-time employee shall receive salaries and allowances on a pro rata basis in the proportion that the working time worked bears to that of a full time employee.

(b) A part-time employee shall work for such period of time as is in inverse proportion to the part-time hours before being eligible for an increment in basic salary or additional payment.

(c) A part time employee shall accrue entitlement to all leave provided for in this award, at the same rate as a full time employee but shall be paid on a pro rata basis in the proportion that the time worked bears to full time.

9. - ADDITIONAL-TIME TEACHING AND CASUAL TEACHING

(1) The additional-time hourly rates applicable to all employees full time or fractional, shall be calculated as follows:

Base annual salary divided by 1117.84, provided that the maximum rate shall be that payable to an ASL 1, point 3.

(2) Rates of Payment - Casual Work:

Rates of payment for people employed to teach on an hourly casual basis shall be based on level of subjects taught:

Teaching		Rates (Per Class Hour)$	A.S.N.A.$	TOTAL HOURLY RATE
Adult Education	Level 1	22.80	26.58	49.38
Certificate or Labour Markets Programs	Level 2	32.60	29.78	62.38
Associate Diploma/Advanced Certificate Small Business Management	Level 3	40.30	32.30	72.60

2024 WAIRC 00685

Teachers' Aides' (Independent Schools) Award 1988

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

14. - WAGES

The minimum hourly award rate of wage payable to employees covered by this award operative from the beginning of the first pay period commencing on or after 1 July 2024 shall be:

(1) Teachers Aides

	Base Rate (Per Hour)$	Arbitrated Safety Net Adjustments (Per Hour)$	Minimum Award Rate (Per Hour)$
Step 1	9.35	16.54	25.89
Step 2	9.54	16.56	26.10
Step 3	9.74	16.62	26.36
Step 4	9.98	16.69	26.67
Step 5	10.27	16.74	27.01
Step 6	10.64	16.83	27.47
Step 7	10.95	16.91	27.86
Step 8	10.71	16.85	27.56
Step 9	11.02	16.91	27.93
Step 10	11.33	16.99	28.32
Step 11	11.63	17.06	28.69
Step 12	11.82	17.12	28.94
Step 13	11.96	17.15	29.11

Progression along the wages scale shall be by annual increment.

Level One

Teachers' Aides in Primary Schools, Pre-Primary Schools or Pre-Schools Teaching Assistants

Enter Step 1

Exit Step 4

Level Two

Teachers' Aides in Aboriginal Schools, where the required training has been completed.

Teachers' Aides involved in a Special Education Programme (a part-time programme for one or more students within a mainstream school).

Enter Step 2

Exit Step 5

Level Three

Teachers' Aides in Aboriginal Secondary Schools

Teachers' Aides in Special Education Centres (a full-time class, serving a region, within a mainstream school)

Enter Step 4

Exit Step 7

Level Four

Teachers' Aides in Aboriginal Schools on satisfactory completion of the first year of Aboriginal Teachers' Training Course

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or equivalent as agreed between the Union and the Respondents

Teachers' Aides in Special Education Schools (schools with limited enrolment to students with a particular disability)

Teaching Assistants who have completed initial training as detailed in the Aboriginal Teaching Assistants Programme Manual.

Enter Step 8

Exit Step 11

Teachers' Aides in Special Education Schools who have completed an approved "Classroom Assistant" Course at a recognised training institution

Teaching Assistants who have completed year 1 of the Diploma of Teaching or Bachelor of Education as specified in the Aboriginal Teaching Assistants Programme Manual.

Step 12

Level Five

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications as agreed between the Union and the Respondents

Teachers' Aides in Aboriginal Schools on satisfactory completion of the second year of Aboriginal Teachers' Training Course

Teaching Assistants who have completed year 2 of the Diploma of Teaching or Bachelor of Education as specified in the Aboriginal Teaching Assistants Programme Manual.

Step 13

(2) A Teachers' Aide left in charge of pupils for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

			Base Rate (Per Hour)$	Arbitrated Safety Net Adjustments (Per Hour)$	Min. Hourly Award Rate (Per Hour)$
(3)	(a)	Child Care Workers			
		1st year of experience	11.19	16.83	28.02
		2nd year of experience	12.37	17.10	29.47
		3rd year of experience	13.00	17.25	30.25
		4th year of experience	13.63	17.48	31.11
		5th year of experience	14.27	17.63	31.90

(b) An employee left in charge of pupils for a full session or more shall be paid no less than the rate applicable to a Child Care Worker in their fifth year of employment for the whole period they are in charge.

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

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

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

(7) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the "year of employment" at which an employee is appointed and paid.

(8) A casual employee shall be paid 20 percent in addition to the rates prescribed in this clause.

2024 WAIRC 00686

Teachers' Aides' Award, 1979

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

14. - WAGES

(1) (a) The total minimum hourly award rate payable to employees covered by this award operative from the beginning of the first pay period commencing on or after 1 July 2024.

	Base Rate (Per Hour)	Arbitrated Safety Net Adjustments (Per Hour)	Minimum Award Rate (Per Hour)
	$	$	$
Step 1	9.35	16.54	25.89
Step 2	9.54	16.56	26.10
Step 3	9.74	16.62	26.36
Step 4	9.98	16.69	26.67
Step 5	10.27	16.74	27.01
Step 6	10.64	16.83	27.47
Step 7	10.95	16.91	27.86
Step 8	10.71	16.85	27.56
Step 9	11.02	16.91	27.93
Step 10	11.33	16.99	28.32
Step 11	11.63	17.06	28.69
Step 12	11.82	17.12	28.94
Step 13	11.96	17.15	29.11

Progression along the wages scale shall be by annual increment.

Level One

Aboriginal Education Workers in Aboriginal Schools, Early Childhood Education or Transport.

Teachers Aides in Junior Primary Schools, Pre-primary Schools or Pre-schools.

Bus Wardens

Step 1 to Step 4, inclusive

Step 1	9.35	16.54	25.89
Step 2	9.54	16.56	26.10
Step 3	9.74	16.62	26.36
Step 4	9.98	16.69	26.67

Level Two

Aboriginal Education Workers in Aboriginal Schools, or Early Childhood Education where the required in-service training has been completed.

Teacher Aide in Education Support Units.

Step 2 to Step 5, inclusive.

Step 2	9.54	16.56	26.10
Step 3	9.74	16.62	26.36
Step 4	9.98	16.69	26.67
Step 5	10.27	16.74	27.01

Level Three

Aboriginal Education Workers where a basic child care course has been completed.

Special Aboriginal Education Worker placements in Secondary Schools.

Teacher Aide in Education Support Centres.

Step 4 to Step 7, inclusive.

	Base Rate (Per Hour)	Arbitrated Safety Net Adjustments (Per Hour)	Minimum Award Rate (Per Hour)
	$	$	$
Step 4	9.98	16.69	26.67
Step 5	10.27	16.74	27.01
Step 6	10.64	16.83	27.47
Step 7	10.95	16.91	27.86

Level Four

Aboriginal Education Workers on satisfactory completion of the first year of Aboriginal Teachers' Training Course.

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union.

Ethnic Aides,

Regional Kindergarten Aides,

Rural Integration Programme Aides,

Teacher Aides in Education Support Schools.

Step 8 to Step 11, inclusive.

Step 8	10.71	16.85	27.56
Step 9	11.02	16.91	27.93
Step 10	11.33	16.99	28.32
Step 11	11.63	17.06	28.69

Teachers' Aides in Education Support Schools, Regional Kindergarten Assistants or Ethnic Aides who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union; and who have completed four years of service, or equivalent.

Step 12	11.82	17.12	28.94

Level Five

Aboriginal Education Workers on satisfactory completion of the second year of Aboriginal Teachers' Training Course.

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications approved by the Minister as being appropriate after consultation with the Union.

Step 13	11.96	17.15	29.11

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

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

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

2024 WAIRC 00687

Shop and Warehouse (Wholesale and Retail Establishments) State Award

24. Wages

24.1 The wages prescribed in this clause are payable on and from the beginning of the first pay period commencing on or after 1 July 2024.

24.2 The minimum wages payable to adult full time and part time employees under this award are as follows -:

Employee Classification	Minimum weekly rate	Minimum Hourly Rate
Level 1	$971.70	$25.57
Level 2	$980.10	$25.79
Level 3	$985.50	$25.93
Level 4	$991.50	$26.09

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

Note 2: These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the award, except where such absorption is contrary to the terms of an industrial agreement.

Note 3: Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

24.3 Junior employees

The minimum wages payable to junior employees under this award are a percentage of the adult minimum weekly rates in Clause 24.2 above, based on the age of the employee as follows:

Age of junior employee	Percentage of adult rate

Under 16 years	40%
16 years	50%
17 years	60%
18 years	70%
19 years	80%
20 years	90%

24.4 Employee in charge of a shop, store or warehouse or other employees

An employee required by the employer to be in charge of a shop, store, warehouse or other employees must be paid an additional in charge allowance for all purposes of the award calculated on their ordinary time earnings as follows:

Number of employees in shop, store or warehouse employee is in charge of	% In charge allowance
0 - 2	3.4%
3 – 9	6.2%
10+	11.2%

25. Minimum adult award wage

25.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

25.2 (a) 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 $918.60 per week.

(b) 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 $918.60 by 38 and multiply by the number of ordinary hours prescribed for a full-time employee under the award.

(c) The minimum adult award wage is payable from the beginning of the first pay period commencing on or after 1 July 2024.

25.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

25.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

25.5 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*.

25.6 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*.

25.7 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.

25.8 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.

25.9 Minimum Adult Award Wage

(a) The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2024 State Wage order. 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.

(b) 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.

25.10 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

Schedule B – Summary of hourly rates of pay

Standard Weekly Rate	**$971.70**
Standard Hourly Rate	**$25.57**

Full time and part time adult employees other than shiftworkers - ordinary hours

	Monday to Friday		**Saturday**	**Sunday**
Classification	**Before 6.00pm**	**After 6.00 pm**	**All hours**	**All hours**
	% of minimum hourly rate			
	100%	**125%**	**125%**	**200%**
	$	**$**	**$**	**$**
Level 1	$25.57	$31.96	$31.96	$51.14
Level 2	$25.79	$32.24	$32.24	$51.58
Level 3	$25.93	$32.41	$32.41	$51.86
Level 4	$26.09	$32.61	$32.61	$52.18

Full time and part time adult shiftworkers - ordinary hours

	Monday to Friday			**Saturday**	**Sunday**
Classification	**Afternoon shift**	**Night shift**	**Permanent night shift**	**All hours**	**All hours**
	% of minimum hourly rate				
	115%	**115%**	**125%**	**125%**	**200%**
	$	**$**	**$**	**$**	**$**
Level 1	$29.41	$29.41	$31.96	$31.96	$51.14
Level 2	$29.66	$29.66	$32.24	$32.24	$51.58
Level 3	$29.82	$29.82	$32.41	$32.41	$51.86
Level 4	$30.00	$30.00	$32.61	$32.61	$52.18

All full time and part time adult employees - overtime

	Monday to Friday		**Saturday**			**Sunday**	**Public holiday**
Classification	**First 2 hours**	**After 2 hours**	**Before 12.00pm – first 2 hours**	**Before 12.00pm – after 2 hours**	**After 12.00pm**	**All day**	**All day**
	% of minimum hourly rate						
	150%	**200%**	**150%**	**200%**	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**	**$**	**$**	**$**
Level 1	$38.36	$51.14	$38.36	$51.14	$51.14	$51.14	$63.93

Level 2	$38.69	$51.58	$38.69	$51.58	$51.58	$51.58	$64.48
Level 3	$38.90	$51.86	$38.90	$51.86	$51.86	$51.86	$64.83
Level 4	$39.14	$52.18	$39.14	$52.18	$52.18	$52.18	$65.23

Casual adult employees other than shiftworkers - ordinary hours (includes casual loading)

	Monday to Friday		**Saturday**	**Sunday**
Classification	**Before 6.00pm**	**After 6.00 pm**	**All hours**	**All hours**
	% of minimum hourly rate			
	125%	**150%**	**150%**	**225%**
	$	**$**	**$**	**$**
Level 1	$31.96	$38.36	$38.36	$57.53
Level 2	$32.24	$38.69	$38.69	$58.03
Level 3	$32.41	$38.90	$38.90	$58.34
Level 4	$32.61	$39.14	$39.14	$58.70

Casual adult shiftworkers - ordinary hours (includes casual loading)

	Monday to Friday			**Saturday**	**Sunday**
Classification	**Afternoon shift**	**Night shift**	**Permanent night shift**	**All hours**	**All hours**
	% of minimum hourly rate				
	140%	**140%**	**150%**	**150%**	**225%**
	$	**$**	**$**	**$**	**$**
Level 1	$35.80	$35.80	$38.36	$38.36	$57.53
Level 2	$36.11	$36.11	$38.69	$38.69	$58.03
Level 3	$36.30	$36.30	$38.90	$38.90	$58.34
Level 4	$36.53	$36.53	$39.14	$39.14	$58.70

All casual adult employees – overtime *

	Monday to Friday		**Saturday**			**Sunday**	**Public holiday**
Classification	**First 2 hours**	**After 2 hours**	**Before 12.00pm – first 2 hours**	**Before 12.00pm – after 2 hours**	**After 12.00pm**	**All day**	**All day**
	% of minimum hourly rate						
	150%	**200%**	**150%**	**200%**	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**	**$**	**$**	**$**
Level 1	$38.36	$51.14	$38.36	$51.14	$51.14	$51.14	$63.93
Level 2	$38.69	$51.58	$38.69	$51.58	$51.58	$51.58	$64.48
Level 3	$38.90	$51.86	$38.90	$51.86	$51.86	$51.86	$64.83
Level 4	$39.14	$52.18	$39.14	$52.18	$52.18	$52.18	$65.23

*Note: the casual loading does not apply when overtime is being worked.

Full-time and part-time junior employees other than shiftworkers—ordinary hours

	Monday to Friday		**Saturday**	**Sunday**
Classification	**Before 6.00pm**	**After 6.00pm**	**All hours**	**All hours**

	% of minimum hourly rate			
	100%	**125%**	**125%**	**200%**
	$	**$**	**$**	**$**
Level 1				
15 years and under	$10.23	$12.79	$12.79	$20.46
16 years	$12.79	$15.98	$15.98	$25.57
17 years	$15.34	$19.18	$19.18	$30.69
18 years	$17.90	$22.37	$22.37	$35.80
19 years	$20.46	$25.57	$25.57	$40.91
20 years	$23.01	$28.77	$28.77	$46.03
Level 2				
15 years and under	$10.32	$12.90	$12.90	$20.63
16 years	$12.90	$16.12	$16.12	$25.79
17 years	$15.48	$19.34	$19.34	$30.95
18 years	$18.05	$22.57	$22.57	$36.11
19 years	$20.63	$25.79	$25.79	$41.27
20 years	$23.21	$29.02	$29.02	$46.43
Level 3				
15 years and under	$10.37	$12.97	$12.97	$20.75
16 years	$12.97	$16.21	$16.21	$25.93
17 years	$15.56	$19.45	$19.45	$31.12
18 years	$18.15	$22.69	$22.69	$36.31
19 years	$20.75	$25.93	$25.93	$41.49
20 years	$23.34	$29.18	$29.18	$46.68
Level 4				
15 years and under	$10.44	$13.05	$13.05	$20.87
16 years	$13.05	$16.31	$16.31	$26.09
17 years	$15.66	$19.57	$19.57	$31.31
18 years	$18.26	$22.83	$22.83	$36.53
19 years	$20.87	$26.09	$26.09	$41.75
20 years	$23.48	$29.35	$29.35	$46.97

Full-time and part-time junior shiftworkers - ordinary hours

	Monday to Friday			Saturday	Sunday
Classification	**Afternoon shift**	**Night shift**	**Permanent night shift**	**All hours**	**All hours**
	% of minimum hourly rate				
	115%	**115%**	**125%**	**125%**	**200%**
	$	**$**	**$**	**$**	**$**
Level 1					
18 years and under	$20.58	$20.58	$22.37	$22.37	$35.80
19 years	$23.53	$23.53	$25.57	$25.57	$40.91
20 years	$26.47	$26.47	$28.77	$28.77	$46.03
Level 2					
18 years and under	$20.76	$20.76	$22.57	$22.57	$36.11

19 years	$23.73	$23.73	$25.79	$25.79	$41.27
20 years	$26.69	$26.69	$29.02	$29.02	$46.43
Level 3					
18 years and under	$20.88	$20.88	$22.69	$22.69	$36.31
19 years	$23.86	$23.86	$25.93	$25.93	$41.49
20 years	$26.84	$26.84	$29.18	$29.18	$46.68
Level 4					
18 years and under	$21.00	$21.00	$22.83	$22.83	$36.53
19 years	$24.00	$24.00	$26.09	$26.09	$41.75
20 years	$27.01	$27.01	$29.35	$29.35	$46.97

Full-time and part-time junior employees other than shiftworkers—overtime

	Monday to Friday		**Saturday**			**Sunday**	**Public holiday**
Classification	**First 2 hours**	**After 2 hours**	**Before 12.00pm – first 2 hours**	**Before 12.00pm – after 2 hours**	**After 12.00pm**	**All day**	**All day**
	% of minimum hourly rate						
	150%	**200%**	**150%**	**200%**	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**	**$**	**$**	**$**
Level 1							
15 years and under	$15.34	$20.46	$15.34	$20.46	$20.46	$20.46	$25.57
16 years	$19.18	$25.57	$19.18	$25.57	$25.57	$25.57	$31.96
17 years	$23.01	$30.69	$23.01	$30.69	$30.69	$30.69	$38.36
18 years	$26.85	$35.80	$26.85	$35.80	$35.80	$35.80	$44.75
19 years	$30.69	$40.91	$30.69	$40.91	$40.91	$40.91	$51.14
20 years	$34.52	$46.03	$34.52	$46.03	$46.03	$46.03	$57.53
Level 2							
15 years and under	$15.48	$20.63	$15.48	$20.63	$20.63	$20.63	$25.79
16 years	$19.34	$25.79	$19.34	$25.79	$25.79	$25.79	$32.24
17 years	$23.21	$30.95	$23.21	$30.95	$30.95	$30.95	$38.69
18 years	$27.08	$36.11	$27.08	$36.11	$36.11	$36.11	$45.14
19 years	$30.95	$41.27	$30.95	$41.27	$41.27	$41.27	$51.58
20 years	$34.82	$46.43	$34.82	$46.43	$46.43	$46.43	$58.03
Level 3							
15 years and under	$15.56	$20.75	$15.56	$20.75	$20.75	$20.75	$25.93
16 years	$19.45	$25.93	$19.45	$25.93	$25.93	$25.93	$32.42
17 years	$23.34	$31.12	$23.34	$31.12	$31.12	$31.12	$38.90
18 years	$27.23	$36.31	$27.23	$36.31	$36.31	$36.31	$45.38
19 years	$31.12	$41.49	$31.12	$41.49	$41.49	$41.49	$51.87
20 years	$35.01	$46.68	$35.01	$46.68	$46.68	$46.68	$58.35
Level 4							
15 years and under	$15.66	$20.87	$15.66	$20.87	$20.87	$20.87	$26.09
16 years	$19.57	$26.09	$19.57	$26.09	$26.09	$26.09	$32.62
17 years	$23.48	$31.31	$23.48	$31.31	$31.31	$31.31	$39.14

18 years	$27.40	$36.53	$27.40	$36.53	$36.53	$36.53	$45.66
19 years	$31.31	$41.75	$31.31	$41.75	$41.75	$41.75	$52.18
20 years	$35.22	$46.97	$35.22	$46.97	$46.97	$46.97	$58.71

Full-time and part-time junior shiftworkers—overtime

	Monday to Friday		**Saturday**			**Sunday**	**Public holiday**
Classification	**First 2 hours**	**After 2 hours**	**Before 12.00pm - first 2 hours**	**Before 12.00pm – after 2 hours**	**After 12.00pm**	**All day**	**All day**
	% of minimum hourly rate						
	150%	**200%**	**150%**	**200%**	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**	**$**	**$**	**$**
Level 1							
18 years and under	$26.85	$35.80	$26.85	$35.80	$35.80	$35.80	$44.75
19 years	$30.69	$40.91	$30.69	$40.91	$40.91	$40.91	$51.14
20 years	$34.52	$46.03	$34.52	$46.03	$46.03	$46.03	$57.53
Level 2							
18 years and under	$27.08	$36.11	$27.08	$36.11	$36.11	$36.11	$45.14
19 years	$30.95	$41.27	$30.95	$41.27	$41.27	$41.27	$51.58
20 years	$34.82	$46.43	$34.82	$46.43	$46.43	$46.43	$58.03
Level 3							
18 years and under	$27.23	$36.31	$27.23	$36.31	$36.31	$36.31	$45.38
19 years	$31.12	$41.49	$31.12	$41.49	$41.49	$41.49	$51.87
20 years	$35.01	$46.68	$35.01	$46.68	$46.68	$46.68	$58.35
Level 4							
18 years and under	$27.40	$36.53	$27.40	$36.53	$36.53	$36.53	$45.66
19 years	$31.31	$41.75	$31.31	$41.75	$41.75	$41.75	$52.18
20 years	$35.22	$46.97	$35.22	$46.97	$46.97	$46.97	$58.71

Casual junior employees other than shiftworkers - ordinary hours (includes casual loading)

	Monday to Friday		**Saturday**	**Sunday**
Classification	**Before 6.00pm**	**After 6.00pm**	**All hours**	**All hours**
	% of minimum hourly rate			
	125%	**150%**	**150%**	**225%**
	$	**$**	**$**	**$**
Level 1				
15 years and under	$12.79	$15.34	$15.34	$23.01
16 years	$15.98	$19.18	$19.18	$28.77
17 years	$19.18	$23.01	$23.01	$34.52
18 years	$22.37	$26.85	$26.85	$40.27
19 years	$25.57	$30.69	$30.69	$46.03
20 years	$28.77	$34.52	$34.52	$51.78
Level 2				
15 years and under	$12.90	$15.48	$15.48	$23.21
16 years	$16.12	$19.34	$19.34	$29.02
17 years	$19.34	$23.21	$23.21	$34.82

18 years	$22.57	$27.08	$27.08	$40.62
19 years	$25.79	$30.95	$30.95	$46.43
20 years	$29.02	$34.82	$34.82	$52.23
Level 3				
15 years and under	$12.97	$15.56	$15.56	$23.34
16 years	$16.21	$19.45	$19.45	$29.18
17 years	$19.45	$23.34	$23.34	$35.01
18 years	$22.69	$27.23	$27.23	$40.85
19 years	$25.93	$31.12	$31.12	$46.68
20 years	$29.18	$35.01	$35.01	$52.52
Level 4				
15 years and under	$13.05	$15.66	$15.66	$23.48
16 years	$16.31	$19.57	$19.57	$29.35
17 years	$19.57	$23.48	$23.48	$35.22
18 years	$22.83	$27.40	$27.40	$41.10
19 years	$26.09	$31.31	$31.31	$46.97
20 years	$29.35	$35.22	$35.22	$52.84

Casual junior shiftworkers - ordinary hours (includes casual loading)

	Monday to Friday			**Saturday**	**Sunday**
Classification	**Afternoon shift**	**Night shift**	**Permanent night shift**	**All hours**	**All hours**
	% of minimum hourly rate				
	140%	**140%**	**150%**	**150%**	**225%**
	$	**$**	**$**	**$**	**$**
Level 1					
18 years and under	$25.06	$25.06	$26.85	$26.85	$40.27
19 years	$28.64	$28.64	$30.69	$30.69	$46.03
20 years	$32.22	$32.22	$34.52	$34.52	$51.78
Level 2					
18 years and under	$25.28	$25.28	$27.08	$27.08	$40.62
19 years	$28.89	$28.89	$30.95	$30.95	$46.43
20 years	$32.50	$32.50	$34.82	$34.82	$52.23
Level 3					
18 years and under	$25.42	$25.42	$27.23	$27.23	$40.85
19 years	$29.05	$29.05	$31.12	$31.12	$46.68
20 years	$32.68	$32.68	$35.01	$35.01	$52.52
Level 4					
18 years and under	$25.57	$25.57	$27.40	$27.40	$41.10
19 years	$29.22	$29.22	$31.31	$31.31	$46.97
20 years	$32.88	$32.88	$35.22	$35.22	$52.84

Casual junior employees other than shiftworkers – overtime *

	Monday to Friday		**Saturday**			**Sunday**	**Public holiday**
Classification	**First 2 hours**	**After 2 hours**	**Before 12.00pm - first 2 hours**	**Before 12.00pm - after 2**	**After 12.00pm**	**All day**	**All day**

				hours			
	% of minimum hourly rate						
	150%	**200%**	**150%**	**200%**	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**	**$**	**$**	**$**
Level 1							
15 years and under	$15.34	$20.46	$15.34	$20.46	$20.46	$20.46	$25.57
16 years	$19.18	$25.57	$19.18	$25.57	$25.57	$25.57	$31.96
17 years	$23.01	$30.69	$23.01	$30.69	$30.69	$30.69	$38.36
18 years	$26.85	$35.80	$26.85	$35.80	$35.80	$35.80	$44.75
19 years	$30.69	$40.91	$30.69	$40.91	$40.91	$40.91	$51.14
20 years	$34.52	$46.03	$34.52	$46.03	$46.03	$46.03	$57.53
Level 2							
15 years and under	$15.48	$20.63	$15.48	$20.63	$20.63	$20.63	$25.79
16 years	$19.34	$25.79	$19.34	$25.79	$25.79	$25.79	$32.24
17 years	$23.21	$30.95	$23.21	$30.95	$30.95	$30.95	$38.69
18 years	$27.08	$36.11	$27.08	$36.11	$36.11	$36.11	$45.14
19 years	$30.95	$41.27	$30.95	$41.27	$41.27	$41.27	$51.58
20 years	$34.82	$46.43	$34.82	$46.43	$46.43	$46.43	$58.03
Level 3							
15 years and under	$15.56	$20.75	$15.56	$20.75	$20.75	$20.75	$25.93
16 years	$19.45	$25.93	$19.45	$25.93	$25.93	$25.93	$32.42
17 years	$23.34	$31.12	$23.34	$31.12	$31.12	$31.12	$38.90
18 years	$27.23	$36.31	$27.23	$36.31	$36.31	$36.31	$45.38
19 years	$31.12	$41.49	$31.12	$41.49	$41.49	$41.49	$51.87
20 years	$35.01	$46.68	$35.01	$46.68	$46.68	$46.68	$58.35
Level 4							
15 years and under	$15.66	$20.87	$15.66	$20.87	$20.87	$20.87	$26.09
16 years	$19.57	$26.09	$19.57	$26.09	$26.09	$26.09	$32.62
17 years	$23.48	$31.31	$23.48	$31.31	$31.31	$31.31	$39.14
18 years	$27.40	$36.53	$27.40	$36.53	$36.53	$36.53	$45.66
19 years	$31.31	$41.75	$31.31	$41.75	$41.75	$41.75	$52.18
20 years	$35.22	$46.97	$35.22	$46.97	$46.97	$46.97	$58.71

* Note: the casual loading does not apply when overtime is being worked.

Casual junior shiftworkers – overtime *

	Monday to Friday		**Saturday**			**Sunday**	**Public holiday**
Classification	**First 2 hours**	**After 2 hours**	**Before 12.00pm - first 2 hours**	**Before 12.00pm – after 2 hours**	**After 12.00pm**	**All day**	**All day**
	% of minimum hourly rate						
	150%	**200%**	**150%**	**200%**	**200%**	**200%**	**250%**
	$	**$**	**$**	**$**	**$**	**$**	**$**
Level 1							
18 years and under	$26.85	$35.80	$26.85	$35.80	$35.80	$35.80	$44.75
19 years	$30.69	$40.91	$30.69	$40.91	$40.91	$40.91	$51.14

20 years	$34.52	$46.03	$34.52	$46.03	$46.03	$46.03	$57.53
Level 2							
18 years and under	$27.08	$36.11	$27.08	$36.11	$36.11	$36.11	$45.14
19 years	$30.95	$41.27	$30.95	$41.27	$41.27	$41.27	$51.58
20 years	$34.82	$46.43	$34.82	$46.43	$46.43	$46.43	$58.03
Level 3							
18 years and under	$27.23	$36.31	$27.23	$36.31	$36.31	$36.31	$45.38
19 years	$31.12	$41.49	$31.12	$41.49	$41.49	$41.49	$51.87
20 years	$35.01	$46.68	$35.01	$46.68	$46.68	$46.68	$58.35
Level 4							
18 years and under	$27.40	$36.53	$27.40	$36.53	$36.53	$36.53	$45.66
19 years	$31.31	$41.75	$31.31	$41.75	$41.75	$41.75	$52.18
20 years	$35.22	$46.97	$35.22	$46.97	$46.97	$46.97	$58.71

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Theatrical Employees (Perth Theatre Trust) Award No. 9 of 1983

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

5. – RATES OF PAY

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

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

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

The minimum weekly award rate of pay to be paid to an employee shall be as follows -

			MINIMUM RATE	SUPPLE-MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
			$	$	$	$
(1)		Stage Management Section				
	(a)	Technical Stage Manager	500.40	8.00	627.20	1135.60
	(b)	Stage Manager	472.40	8.00	620.60	1101.00
	(c)	Assistant Stage Manager	390.00	8.00	589.80	987.80
(2)		Mechanical Department				
	(a)	Workshop				
	(i)	Head carpenter	460.40	8.00	616.60	1085.00
	(ii)	Carpenter	406.30	8.00	593.90	1008.20
	(iii)	Carpenter's assistant	357.50	8.00	582.10	947.60
	(b)	Stage				
	(i)	Head mechanist/head road manager	460.40	8.00	616.60	1085.00
	(ii)	Mechanist/head flyman/road manager	406.30	8.00	593.90	1008.20
	(iii)	Stage hand/flyman	357.50	8.00	582.10	947.60
		Loading for stage hands in charge of side/revolve truck: 8 per cent.				
(3)		Electrical/Lighting Department				
	(a)	Head electrician	460.40	8.00	616.60	1085.00
	(b)	Electrician/main switchboard operator	406.30	8.00	593.90	1008.20
	(c)	Electrical hand	357.50	8.00	582.10	947.60
		Loading for electrical hand who is required to operate spots/auxiliary switchboard/visual effects: 8 per cent.				
(4)		Audio Department				
	(a)	Head audio technician	460.40	8.00	616.60	1085.00
	(b)	Audio operator	406.30	8.00	593.90	1008.20
	(c)	Audio hand	357.50	8.00	582.10	947.60
		N.B. Where there is no separate audio department the audio operator/hand shall be classified under (3) Electrical/Lighting Department.				
(5)		Wardrobe Section				
	(a)	Workshop				
	(i)	Head of wardrobe	460.40	8.00	616.60	1085.00
	(ii)	Cutter/tailor/ wigmaker/milliner	406.30	8.00	593.90	1008.20
	(iii)	Seamstress/maintenance	357.50	8.00	582.10	947.60

		hand/buyer/costume jeweller				
	(b)	Stage				
	(i)	Head of department	460.40	8.00	616.60	1085.00
	(ii)	Wardrobe hand/dresser/valet	406.30	8.00	593.90	1008.20
(6)		Property Department				
	(a)	Workshop				
	(i)	Property master/mistress	460.40	8.00	616.60	1085.00
	(ii)	Property maker	406.30	8.00	593.90	1008.20
	(iii)	Property hand	357.50	8.00	582.10	947.60
	(b)	Stage				
	(i)	Property master/mistress	460.40	8.00	616.60	1085.00
	(ii)	Property hand	357.50	8.00	582.10	947.60
(7)		Art Department				
	(a)	Scenic Artist	460.40	8.00	616.60	1085.00
	(b)	Assistant scenic artist	406.30	8.00	593.90	1008.20
	(c)	Artist's labourer	357.50	8.00	582.10	947.60
(8)		Services				
	(a)	Receptionist/telephonist (enquiry clerk)	348.30	8.00	586.70	943.00
	(b)	Firefighter				943.00
	(c)	Utility person	349.40	8.00	585.60	943.00
	(d)	Stage Door Keeper				943.00
(9)		Cleaners				
	(a)	Head cleaner	371.50	8.00	585.50	965.00
	(b)	Cleaner	364.10	8.00	583.70	955.80
		Engaged by the hour (with a minimum payment as of three and a half hours).				
			$			
		8.00 a.m. to 6.00 p.m.	28.67			
		6.00 p.m. to midnight	43.01			
		midnight to 8.00 a.m.	57.34			
(10)		Skilled labour not classified elsewhere	460.40	8.00	616.60	1085.00
(11)		Unskilled labour not classified elsewhere				943.00

(12) Additional Rates

Persons employed as casuals in the following classifications shall be paid the specified hourly amounts in addition to the wage provided elsewhere:

		MINIMUM RATE	SUPPLE-MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
		$	$	$	$
	Main switchboard operator	1.70			
	Head flyman	1.52			
	Person in charge of side	0.70			
(13)	Front of House (38 hour week)	$	$	$	$
(a)	Senior Booking Office Supervisor	498.80	8.00	629.20	1136.00
(b)	Head Booking Clerk (i.e. one who supervises the staff)	467.00	8.00	618.80	1093.80
(c)	Booking Clerk (including party bookings)	438.90	8.00	606.90	1053.80
(d)	Ticket Seller	384.30	8.00	588.30	980.60
(e)	Programme/concession sellers/ushers/ticket takers/cloakroom attendant	348.30	8.00	586.70	943.00

Booking clerks and ticket sellers shall not be held responsible for cash shortages when they are instructed to allow another employee (including the manager of the venue) access to their cash or tickets during a selling period

(14) Subclause (15) applies whenever a State Wage Case decision is issued by the Commission, increasing adult rates of pay in State awards by a flat dollar amount.

(15) The State Wage Case increase is to be applied to adult weekly rates of pay in this award for the classifications under subclauses (1) to (12) in accordance with the following formula:

Step 1: Divide the flat dollar increase by 38 (and round to the nearest cent)

Step 2: Multiply the figure calculated in Step 1 by 40

Example: The Commission awards an $18.00 per week increase to adult weekly rates of pay

Step 1 = $18.00 ÷38 = $0.47

Step 2 = $0.47 x 40 = $18.80

In this example adult weekly rates of pay would be increased by $18.80 per week.

7. - CONTRACT OF SERVICE

(10) Casual employees not required to work a performance shall be paid at the following hourly rates which include loading for casual work, with a minimum payment for three and one half hours-

	$
8.00 a.m. to 6 p.m.	28.67
6.00 p.m. to midnight	43.01
midnight to 8.00 a.m.	57.34

2024 WAIRC 00689

Theatrical Employees Entertainment, Sporting and Amusement Facilities (Western Australian Government) Award 1987

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

SCHEDULE A – RATES OF PAYMENT

	Classification	Hourly Rate of Pay			
		Column A $	Column B	ASNA	TOTAL
(1)	Attendant - General Duties: Cloakroom Attendant Gate Attendant Parking Attendant Turnstile Attendant Usher				23.63
(2)	Barrier Attendant (Racing) Change Room Attendant Curtain Attendant Door Attendant Fence Attendant Kennel Attendant/Dog Leader Ride Operator Stalls Attendant (Racing) Ticket Collector/Examiner Track Attendant				23.63
(3)	Scoreboard Operator Scratching Board Operator/ Writer (Racing)				23.63
(4)	Parking Fee Collector Kennel Supervisor Programme Seller				23.63
(5)	Change Cashier Gate Keeper Ticket/Token Seller Turnstile Operator				23.63
(6)	Scales – Assistant Starter (Racing)				23.63
(7)	Supervisor of less than 10 employees				23.63
(8)	Supervisor of 10 or more employees				23.63

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

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

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

The State Wage Case increase is to be applied to the rates of pay in this award by dividing the flat dollar increase by 38 (and round to the nearest cent)

2024 WAIRC 00690

Thermal Insulation Contracting Industry Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

6. - WAGES

(1) (a) Subject to Clause 7. - Special Rates and Provisions of this Award, the ordinary weekly wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.

(b) The ordinary weekly wage of an employee (other than an apprentice) shall consist of the base rate, the special payment and the Safety Net Adjustment, as set out in subclause (2) of this clause.

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

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

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

(2) Wage Rates:

		Base Rate $	Special Payment $	Safety Net Adjustments $	Total Wage Per Week $
(a)	Sheetmetal Employee - 1st Class	362.80	80.00	608.20	1051.00
(b)	Sheetmetal Employee - 2nd Class	327.20	66.80	589.00	983.00
(c)	Lagger -				
	1st six months' experience	310.20	63.40	583.90	957.50
	2nd & 3rd six months' experience	311.70	65.40	584.90	962.00
	4th & 5th six months' experience	315.90	65.60	585.70	967.20
	Thereafter	317.40	66.60	586.50	970.50

2024 WAIRC 00691

Timber Workers Award No. 36 of 1950

52. - RATES OF PAY

(1) Classifications

(a) (i) Upon engagement all employees shall be classified in the group in which they are engaged to work.

(ii) An employee will only be classified into a higher group where that employee has been trained and has met the assessment and competence criteria established for the higher group and a vacancy exists. Such reclassification will only be made where the employee is trained and capable of performing the relevant duties of the higher group to the required standard. The grouping of employees is provisional on the employee remaining willing and able to perform the duties required in the group in which he/she is classified.

(iii) (aa) The assessment of employees will be carried out by an employee nominated by the Works Manager who will normally be a supervisor but may be an employee suitably qualified in that trade or calling.

(cc) Should the re-examiners reach a tied decision, then this matter may be referred to a Board of Reference for determination.

(bb) At the employee's request re-examination will be carried out by a panel consisting of the supervisor, the employee's representative and a suitably qualified employee of the employee's choice with knowledge of the area of work and the Manager or the Manager's delegate.

(iv) An employee classified to a higher group will have his/her performance subject to review and the employer may, should the employee's performance be unsatisfactory, revert the employee's classification to the previous level.

(v) At the employee's request, the demotion will be re-examined by a panel consisting of the Supervisor, the employee's representative, a suitably qualified employee of the employee's choice with knowledge of the area of work and the Manager or the Manager's delegate.

(vi) Provided that no employee is to be prejudiced by acting or failing to act in a manner provided for in this paragraph (a).

(b) Employees will be classified into groups as follows:

(i) Timber Industry Employee - Group 1

(Relativity to Group 5 - 78%)

Timber Industry Group 1 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 1 employee may be required by the employer to perform any, but not necessarily all of the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees. After a period of three months the employer and employee shall review the employee's classification of work.

(ii) Timber Industry Employee - Group 2

(Relativity to Group 5 - 82%)

Timber Industry Group 2 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 2 employee may be required by the employer to perform any, but not necessarily all of the duties listed in subclause (2) hereof.

In addition, the Timber Industry Group 2 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(iii) Timber Industry Employee - Group 3

(Relativity to Group 5 - 87.4%)

Timber Industry Group 3 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 3 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 3 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(iv) Timber Industry Employee - Group 4

(Relativity to Group 5 - 92.4%)

Timber Industry Group 4 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 4 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 4 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(v) Timber Industry Employee - Group 5

Classification in this group shall be dependent upon an employee holding the appropriate trade qualifications or an employee qualified and/or engaged to perform any of the duties of a Timber Industry Group 5 Employee.

The Timber Industry Group 5 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Timber Industry Group 5 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 5 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(vi) Timber Industry Employee - Group 6

(Relativity to Group 5 - 105%)

Classification in this group shall be dependent upon an employee holding the appropriate advanced trade qualifications or an employee qualified and/or engaged to perform any of the duties of a Timber Industry Group 6 employee.

Timber Industry Group 6 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Timber Industry Group 6 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 6 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(vii) Provided that a holder of a Certificate in Timber Technology who is engaged in groups one to five shall be paid at one level higher than the level at which he/she would otherwise be paid.

(2) Duties

(a) Breaking Down Saws:

	Group
(i) Sawyers planking out and/or flitching to size with fully mechanised unit	
(ii) Specialist scribe saw operator	6
(iii) Sawyers other than (i) or (ii)	4
(iv) Assistants including hookperson other than item (v)	
(v) Hookperson who in addition operates chain or other power driven saw	

	(vi) Log measurer	2
(b)	Benchmen:	
	(i) No. 1	5
	(ii) No. 2	4
	(iii) No. 3	3
	(iv) No. 4	2
(c)	Stub Edger	5
(d)	Dockers - Log Sawmilling Section:	
	(i) Responsible person at main docker	3
	(ii) Tallyperson at main docker	3
	(iii) Dockerperson at main docker	2
	(iv) Responsible person at No. 2 Bench Docker	3
	(v) Tallyperson at No. 2 Bench Docker	3
	(vi) Dockerperson No. 2 Bench Docker	2
	(vii) Responsible person other dockers	2
	(viii) Tallyperson other dockers	2
	(ix) Dockerperson other dockers	2

For the purpose of this paragraph where the only timber fed to the No. 2 bench is from the No. 1 bench and that timber is not equal in amount to that handled by the No. 1 bench then "No. 2 Bench Docker" shall be deemed to be "other docker".

(e)	Pullers-out and/or assistants on No. 1 Bench:	
	(i) Single handed on dead or hand propelled roller	3
	(ii) Double handed as in (i)	3
	(iii) Friction Feed	3
(f)	Pullers-out and/or assistants on No. 2 and 3 Bench	2
(g)	Power driven cross sawyer other than docking saw	3
(h)	Mill or Yard Hand	1
(i)	Kiln Attendant	3
(j)	(i) Kiln Operator	4
	(ii) Kiln Controller	5
(k)	Rosser Head Debarker Operator (at sawmill)	3
(l)	(i) Saw Doctor	5
	(ii) Specialist Saw Doctor	6
(m)	Saw Filer or Sharpener	4
(n)	Stackers:	
	(i) Block stacker of timber, plywood or veneer	2
	(ii) For seasoning by means of stripping or other recognised method	
	(iii) Pulling off sleepers or sawn timber with a cross section greater than 25000 square millimetres	
	(iv) Pulling off sawn timber - other	2
(o)	Tallyperson (other than Docker):	
	(i) Responsible for making up orders	4
	(ii) Others	3
(p)	Watchperson	2
(q)	Dockerperson - Machining Section:	
	(i) Computerised optimizer	4
	(ii) Who grades or selects timber for joinery or machining	
	(iii) Other	2
(r)	Wood-Machining Section:	
	(i) Shaper	5
	(ii) Flooring machinist - fast feed	5
	(iii) Fast feed sizer	5
	(iv) Grinder whose principal duties include grinding knives and cutters	
	(v) Moulding Machinist or two, three or four-sided Planer:	
	(aa) who is required to set up the machine	5
	(bb) who is not required to set up the machine	3
	(vi) Buzzer:	
	(aa) who is required to do other than planing one face and squaring edge and who is required to set up his/her own machine	5
	(bb) other	3
	(vii) Tenoner:	
	(aa) who is required to set up his/her machine	5
	(bb) other	3
	(viii) Thicknesser:	
	(aa) who is required to set up his/her own machine and grind his/her knives and cutters	5

	(bb) who is required to set up his/her own machine but not required to grind his/her knives and cutters	3
	(ix) Chain Morticer/Morticer Finger Jointer:	
	(aa) required to set up his/her machine	5
	(bb) other	3
	(x) Grader and Feeder, Fastfeed or Mosaic Flooring Machine	
	(aa) who is required to set up his/her machine	5
	(bb) other	3
	(xi) Grader behind Fastfeed Flooring Machine	3
	(xii) Tailer-out Four-Sider Planner	2
	(xiii) Floor Sanding Machine	3
	(ivx) End Matcher:	
	(aa) required to set up his/her own machine	3
	(bb) other	2
(s)	(i) Mill Waste Chipper Attendant	2
	(ii) Mill Waste Chipper Attendant who sets up and changes knives	
(t)	Belt repairers whilst so engaged other than machinist or sawyer repairing his/her own belts	2
(u)	(i) Specialist Carpenter and/or Joiner	6
	(ii) Carpenters and/or Joiners	5
	(iii) Bush Carpenter	4
	(iv) Tradespersons Assistant	3
(v)	Faller:	
	(i) Hardwood/Softwood Restricted Ticket	3
	(ii) Hardwood/Softwood Open Ticket	4
	(iii) Hardwood Open Ticket and more than one year's experience	
(w)	Sleeper loader or turner loading sleepers over 1.52 metres from truck level or lower	
(x)	Boom Arm Loader Operator:	
	(i) Trainee	2
	(ii) Appointed	5
(y)	Mill Cleaner	2
(z)	Mill Greaser	3
(ab)	(i) Millwright	5
	(ii) Specialist Millwright	6
(ac)	Timber Treatment Plant:	
	(i) Pine Pole Debarking Machine Operator	4
	(ii) Pine Pole Debarking Machine Puller-out who is required to grade and tally logs and then only from such time as he/she is required to so act	
	(iii) Pine Pole Treatment Plant Operator	5
	(iv) Tractor Driver (on rails)	4
(ad)	Sanitary Person	4
(ae)	Splicer	3
(af)	Spotters:	
	(i) Circular Saw	4
	(ii) Vertical Saw	2
(ag)	Swamper (logging with loader/tractor)	2
(ah)	Mechanised transfer operator	3
(ai)	Operator electrical overhead traverser	3
(aj)	(i) Driver of front end loader in bush	5
	(ii) Driver of front end loader in mill	4
(ak)	Crane or Fork Lift assistant	2
(al)	Chain Saw Operator (Bush):	
	(i) Other than faller	3
	(ii) Engaged on salvage operation	5
(am)	Crawler Tractor Operators:	
	(i) Up to and including Class 3 without power operated attachments	
	Up to Class 2 with power operated attachments	
	(ii) Class 4 and 5 without power operated attachments.	
	Class 3 and 4 with power operated attachments	5
	(iii) Above Class 5 without power operated attachments.	
	Class 5 and 6 with power operated attachments	5
	(iv) Above Class 6 with power operated attachments	5
	Note: Crawler Tractors are classified in accordance with Australian Standard D4-1964 "classification of Crawler Tractor by weight" as follows	
	Class: 1 Shipping weight (lbs) up to 3000 2 over 3000 up to 6000	
	3 over 6000 up to 10000	
	4 over 10000 up to 15000	
	5 over 15000 up to 25000	
	6 over 25000 up to 40000	

	7 over 40000 up to 60000	
	8 over 60000 up to 80000	
	9 over 80000	
(an)	Tractor using power operated attachments	3
(ao)	Power Grader Operators:	
	(i) Under 50 net engine horse power	3
	(ii) Between 50 and 100 net engine horse-power	3
	(iii) Over 100 net engine horse-power	4
(ap)	Diamond Mill	
	(i) Conveyor Operator (Woodchip)	4
	(ii) Chipper on Feed Operator	5
	(iii) Rail Truck Loader Attendant	4
	(iv) Chip Screen Attendant	3
	(v) Chip Tester	3
	(vi) Debarker Operator (Woodchip)	5
	(vii) Log Washer	2
	(viii) Pulpwood Cutter and/or Splitter	2
	(ix) Splitting Machine, Log Operator	3
	(x) Weighbridge Attendant	4
	(xi) Twin Saw Operator	5
	(xii) Grinder whose principal duty is grinding chipper knives	
	(xiii) Security Train Unloader	4
	(aa) Small Log Line Operator	4
	(bb) Mobile Log Line Controller	6
(aq)	Trainee in all positions up to first 3 months of employment	
(ar)	Forwarder Driver	5
(as)	Harvester	5
(at)	Processor (Bell Logger)	5
(au)	Delimber	4
(av)	Skidder	5
(aw)	Truck Mechanic	5

(3) Wages

The minimum rate of wage for employees covered by this award, excluding those employees provided for in subclause (4) hereof, shall be:

(a) Timber Industry Employee:

	RATE$	ASNA$	TOTAL RATE$
Group 1	349.40	548.50	897.90
Group 2	366.10	552.50	918.60
Group 3	388.60	557.80	946.40
Group 4	409.50	562.90	972.40
Group 5	441.20	575.80	1017.00
Group 6	462.10	582.70	1044.80

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

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

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

(4) Transport - Employee Groups

The minimum rate of wage for employees covered by this award, as defined below shall be:

(a) Timber Industry Transport Employee:

	RATE$	ASNA$	TOTAL RATE$
Group 1	406.20	562.00	968.20
Group 2	417.70	565.00	982.70
Group 3	425.30	566.50	991.80
Group 4	433.00	568.50	1001.50
Group 5	440.70	572.70	1013.40
Group 6	459.70	582.10	1041.80
Group 7	471.20	585.90	1057.10
Group 8	490.30	591.80	1082.10

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

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

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

(c) Employees under this subclause shall be defined as follows:

Group 1

(i) Driver, rigid vehicle from 4.5 to 13.9 tonnes GVM or GCM (Gross Vehicle Mass) (Gross Combination Mass)
(ii) Driver, fork lift up to and including 5 tonnes lifting capacity
(iii) Driver, tractor without power operated attachments

Group 2

(i) Driver Rigid Vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity
(ii) Straddle carrier driver
(iii) Driver of dump truck (unlicensed)
(iv) Driver of fork lift over 5 and up to 10 tonnes lifting capacity

Group 3

(i) Driver articulated vehicle to 22.4 tonnes GCM
(ii) Driver rigid vehicle and heavy trailer to 22.4 tonnes GCM
(iii) Driver rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM
(iv) Driver of fork lift over 10 and up to 34 tonnes lifting capacity

Group 4

(i) Driver low loader to 43 tonnes GCM
(ii) Driver articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity
(iii) Driver mobile crane up to 25 tonnes lifting capacity
(iv) Driver rigid vehicle and heavy trailer over 22.4 tonnes GCM
(v) Driver of fork lift over 34 tonnes lifting capacity

Group 5

(i) Driver articulated vehicle over 22.4 tonnes GCM over 39 and up to 60 tonnes capacity
(ii) Driver multiple articulated vehicle up to 53.4 tonnes GCM
(iii) Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)

Group 6

(i) Driver mobile crane over 25 and up to 50 tonnes lifting capacity
(ii) Driver multiple articulated vehicle over 53.4 tonnes up to 94 tonnes GCM up to 65 tonnes capacity

Group 7

(i) Driver multiple articulated vehicle over 94 tonnes GCM up to 75 tonnes capacity
(ii) Driver of mobile crane over 50 tonnes lifting capacity

Group 8

(i) Driver multiple articulated vehicle over 94 tonnes GCM over 75 and up to 95 tonnes capacity (for each additional complete tonne over 95 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)

(5) Junior Employees

In addition to such amounts as may be prescribed by subclause (2) of Clause 9. - Junior Employees, junior employees shall receive the following percentage of a Timber Industry Employee Group 1 wage rate inclusive of supplementary payment:

Under 17 years of age	45%
Between 17 & 18 years of age	55%
Between 18 & 19 years of age	80%
Over 19 years of age	100%

(6) Apprentices

Apprentices shall receive the following percentage of a Timber Industry Employee Group 5 wage rate inclusive of supplementary payment:

Four Year Term -	
First Year	50%
Second Year	60%
Third Year	75%
Fourth Year	90%

(7) Leading Hand

In charge of 3 - 10 employees - an extra $17.00 per week.

In charge of 11 - 20 employees - an extra $25.60 per week

In charge of over 20 employees - an extra $33.20 per week.

(8) Award Rate of Pay Maintenance

An employee who was receiving an award rate of pay which was in excess of the rate prescribed in the order of the Western Australian Industrial Relations Commission in matter No. 768 of 1993, shall have his or her rate preserved until agreement is reached between the parties, or the Commission determines that the differential is to be absorbed.

(9) Minimum Adult Wage

(a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(c) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

(d) 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(e) 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*.

(f) 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*.

(g) 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.

(h) Subject to this clause the minimum adult award wage shall –

(i) Apply to all work in ordinary hours.

(ii) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(i) 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 2024 State Wage order. 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.

(j) Adult Apprentices

(i) 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 $762.80 per week.

(ii) 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 $762.80 by 38 and multiply by the number of ordinary hours prescribed for a full-time apprentice under the award.

(iii) The minimum adult apprentice wage is payable from the beginning of the first pay period commencing on or after 1 July 2024.

(iv) 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.

(v) 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.

(vi) 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.

2024 WAIRC 00692

Timber Yard Workers Award No. 11 of 1951

29. - WAGES

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

Broadbanded Groups	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Weekly Rate (38 Hours)
	$	$	$	$
1	284.80	40.60	572.50	897.90
2	299.50	42.50	576.50	918.50
3	319.20	45.40	581.80	946.40
4	337.40	48.10	586.90	972.40
5	365.20	52.00	599.80	1017.00
6	383.50	54.60	606.70	1044.80

(2) Classification:

		Group
(a)	Breaking down saws:	
	(i) Sawyers planking out and flitching to size with fully mechanised unit	5
	(ii) Sawyers as in (i) other than operating fully mechanised unit	5
	(iii) Sawyers other than (i) or (ii)	4
	(iv) Assistants including hookman other than item (v)	2
	(v) Hookman who in addition operates chain or other power driven saw	3
	(vi) Log measurer	2
(b)	Benchperson:	
	(i) No. 1	5
	(ii) No. 2	4
	(iii) No. 3	3
	(iv) No. 4	2
(c)	Stub Edger	5
(d)	Dockers - Log Sawmilling Section:	
	(i) Responsible person at main dockers	3
	(ii) Tallyperson at main docker	2
	(iii) Dockerperson at main docker	2
	(iv) Responsible person other dockers	2
	(v) Tallyperson other dockers	2
	(vi) Dockerperson other dockers	2
(e)	Pullers-out and/or Assistants on No. 1 Bench:	
	(i) Single handed on dead or hand propelled roller	3
	(ii) Double handed as in (i)	3
	(iii) Others	3
(f)	Pullers-out and/or Assistants on No. 2 Bench	2
(g)	Pullers-out and/or Assistants on No. 3 Bench	2
(h)	Power driven cross cut sawyer other than docking saw	3
(i)	Mill or Yard Hand	1
(j)	Kiln Attendant	3
(k)	(i) Saw Doctor	5
	(ii) Saw Doctor Special Skills	6
(l)	Saw Sharpener	4
(m)	Stacker for seasoning by means of stripping or other recognised method	
(n)	Tallyperson (other than paragraphs (f) and (u)):	
	(i) Who is responsible for the making up of clients' orders for delivery	4
	(ii) Other	3
(o)	(i) Watchperson	
	(ii) Gatekeeper who is required to do administrative duties	4

(p)	(i) Dockerperson or other employee who grades, selects or colour matches timber for joinery or machining sections	3
	(ii) Double end docker	3
(q)	Woodmachining Sections:	
	(i) Shaper	5
	(ii) Grinder whose principal duty is grinding knives and cutters	5
	(iii) General Jointer and operator of sticker machine	5
	(iv) Flooring machinist - fast feed	5
	(v) Fast feed sizer	5
	(vi) Mosaic flooring machinist and moulding machinist or two, three or four sides planer -	
	(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
	(bb) who is not required to set up the machine but is required to operate, and then only from such time as he/she is required so to act	3
	(vii) Buzzer:	
	(aa) when required to do other than planing one face and squaring edge and is required to set up the machine and then only from such time as he/she is required so to act	5
	(bb) who is required to set up the machine but is not required to do other than planing one face and edge and then only from such time as he/she is required so to act	3
	(cc) who is not required to set up the machine and is only required to buzz one face and one edge and then only from such time as he/she is required so to act	3
	(viii) Single/Double End Tenoner:	
	(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
	(bb) who is not required to set up his/her own machine but is required to operate the machine and then only from such time as he/she is required so to act	3
	(ix)Thicknesser:Dovetailer:	
	(aa) Thicknesser who is required to set up the machine and do other than just planing timber all round and then only from such time as he/she is required so to act	5
	(bb) Thicknesser who is not required to set up the machine and only plane timber all round and only from such time as he/she is required so to act	3
	(cc) Dovetailer who is required to set up the machine and then Only from such time as he/she is required so to act	5
	(dd) Dovetailer who is not required to set up the machine but is required to operate, and then only from such time as he/she is required so to act	3
	(x) Chain Morticer:Morticer:Finger Jointer:	
	(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
	(bb) who is not required to set up the machine but is required to operate the machine and then only from such time as he/she is required so to act	3
	(xi) Grader behind fast feed flooring machine	3
	(xii) (aa) Grader and Feeder, fast feed mosaic flooring machine who is required to set up the machine and then only from such time as he/she is required so to act	5
	(bb) Grader and Feeder, fast feed mosaic flooring machine who is not required to set up the machine and then only from such time as he/she is required so to act	3
	(cc) Multi Saw Operator who is required to set up the machine and then only from such time as he/she is required so to act	4
	(dd) Multi Saw Operator who is not required to set up the machine and then only from such time as he/she s required so to act	3
	(ee) Mitre Docking Saw Operator who is required to set up the machine and then only from such time as he/she is required so to act	4
	(ff) Multiple Mitre Docking Saw Operator	4
	(gg) Operator Panel and Wall Saws who is required to set up the machine	3
	(hh) Operator Panel and Wall Saws who is not required to set up the machine	3
	(xiii) Tailer-out four sided planing machine	2
	(xiv) Floor sanding machine	3
	(xv) Wood Turner using hand tools	5

	(xvi) (aa) Laminated beam assembler	3
	(bb) Laminated beam layout coordinator	4
	(xvii) (aa) Adhesive Section Operator, who is required to mix glue and perform quality testing	5
	(bb) Adhesive Section Assistant who is required to mix glue	4
	(cc) Adhesive Section Assistant	3
	(xviii) Gang nail truss press operator	4
	(xix) Gang nail truss hand	3
(r)	Re-Sawing:	
	(i) Circular sawyer cutting to depth 7½ inches or over	4
	(ii) Tailer-out to above	2
	(iii) Circular sawyer cutting to depth of under 7½ inches	3
	(iv) Tailer-out to above	2
	(v) Bandsaw roller recut -	
	(aa) Large-using blade over 3 inches	4
	(bb) Tailer-cut to above	3
	(cc) Small-using blade not over 3 inches	3
	(dd) Tailer-cut to above	3
(s)	Orderperson - whose duties include responsibility for rail consignment	4
(t)	Packer	3
(u)	Mundijong Treatment Plant	
	(i) Pine Pole De-barking Machine Operator	4
	(ii) Pine Pole De-barking Machine Pullers-out who is required to grade and tally logs and then only from such time as he/she is required so to act	3
	(iii) Pine Pole Treatment Plant Operator	5
(v)	Adults employed in grading, assembling and packing mosaic flooring pieces	3

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

Broadbanded Groups	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Total Minimum Weekly Rate (38 Hours)
	$	$	$	$
1	327.70	46.80	584.30	958.80
2	334.40	47.80	586.00	968.20
3	344.50	49.20	589.00	982.70
4	351.10	50.20	590.50	991.80
5	357.90	51.10	592.50	1001.50

Grade 1

(i) Driver, rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass)

(ii) Driver of tow motor

Grade 2

(i) Driver Rigid Vehicle from 4.5 tonnes to 13.9 tonnes GVM or GCM (Gross Combination Mass)

(ii) Driver, fork lift up to and including 5 tonnes lifting capacity

Grade 3

(i) Driver rigid vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity

(ii) Straddle Carrier Driver

(iii) Driver of fork lift over 5 and up to 10 tonnes lifting capacity

Grade 4

(i) Driver, articulated vehicle to 22.4 tonnes GCM

(ii) Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM

(iii) Driver, rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM

(iv) Driver of fork lift over 10 and up to 34 tonnes lifting capacity

Grade 5

(i) Driver, articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity

(ii) Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM

(iii) Driver of fork lift over 34 tonnes lifting capacity

An employee who, in the course of his/her employment, drives a vehicle with self loading equipment which requires the possession of a certificate of competency shall be paid an extra $9.91 per week.

(4) Apprentices: Apprentices shall be paid a percentage of the total minimum award rate as prescribed for Group 5A of subclause (1) of this clause as follows -

Four Year Term	Rate%
First Year	50
Second Year	60
Third Year	75
Fourth Year	90

(5) Junior Employees: Employees less than 19 years of age who are not apprentices shall be paid a percentage of the total minimum award rate for Group 1 of subclause (1) of this clause as follows -

Under 17 years of age	45
17 years of age	55
18 years of age	70

(6) Leading Hands:

In charge of 3 - 10 employees - extra	$17.71
In charge of 11 - 20 employees - extra	$26.64
In charge of over 20 employees - extra	$34.60

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

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

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

30. - MINIMUM WAGE - ADULT MALES AND FEMALES

(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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00693

Training Assistants' and Community Support Staff (Cerebral Palsy Association) Award 1987

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

14. - WAGES

(1) (a) TRAINING ASSISTANTS AND SUPPORT STAFF:

	Base Rate Per Week $	- Arbitrated Safety Net Adjustments Per Week $	Total Rate Per Week $
1st year of employment	395.90	589.20	985.10
2nd year of employment	407.30	592.10	999.40
3rd year of employment	422.20	601.40	1023.60
4th year of employment	434.50	605.40	1039.90

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

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

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

(2) Senior Community Support Staff:

Employees who are required to co-ordinate the activities of Community Support Staff shall be designated as Senior Community Support Staff and they shall be paid an in-charge allowance of $797.50 per annum in addition to the rates of pay specified in subclause (1) of this clause.

(3) Junior Training Assistants and Community Support Staff:

A Junior Training Assistant or Community Support Assistant shall be paid the following percentage of the rate prescribed for a Training Assistant in their first year of employment.

	%
At or under 17 years of age	70
At 18 years of age	80
At 19 years of age	90
At 20 years of age	Adult Rates

(4) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the year of employment at which an employee is appointed and paid.

(5) A casual employee shall be paid 20% in addition to the rates prescribed in this clause.

(6) Where the term "year of employment" is used in this clause, it shall mean all service whether full-time or part-time and regardless of the class of work with that employer. Such service shall be calculated in periods of calendar years from the date of commencement of work with the employer and by automatic progression subject to satisfactory service. Provided that in determining the rate of wage of an employee 19 years of age and over, service prior to attaining the age of 19 years shall not be counted in determining the total service of an employee for the purpose of this clause.

(7) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.

(8) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

2024 WAIRC 00694

Transport Workers (General) Award No. 10 of 1961

4.1. - MINIMUM ADULT AWARD WAGE

4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.1.2 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

4.1.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

4.1.5 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*.

4.1.6 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*.

4.1.7 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.

4.1.8 Subject to this clause the minimum adult award wage shall –

4.1.8.1 Apply to all work in ordinary hours.

4.1.8.2 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.

4.1.9 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 2024 State Wage order. 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.

4.1.10 Adult Apprentices

4.1.10.1 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 $762.80 per week.

4.1.10.2 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 $762.80 by 38 and multiply by the number of ordinary hours prescribed for a full-time apprentice under the award.

4.1.10.3 The minimum adult apprentice wage is payable from the beginning of the first pay period commencing on or after 1 July 2024.

4.1.10.4 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.

4.1.10.5 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.

4.1.10.6 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.

4.2. - RATES OF PAY

The following shall be the rates of wages payable to employees covered by this Award. The total minimum weekly wage rate shall be the amount specified in the "Total Per Week" column in this clause for the appropriate grade or sub-grade from the beginning of the first pay period commencing on or after 1 July 2024.

4.2.1

Grade	Base Rate	Supple-mentary Payment $	ASNA $	Total Per Week $
Grade 1	314.30	44.90	580.50	939.70
Grade 2	327.70	46.80	584.30	958.80
Grade 3	334.40	47.80	586.00	968.20
Grade 4	344.50	49.20	589.00	982.70
Grade 5	351.10	50.20	590.50	991.80
Grade 6	357.90	51.10	592.50	1001.50
Grade 7 Driver low loader over 43 tonnes GCM (For each additional complete tonne over 43 an extra **79** cents as part of the weekly wage rate for all purposes shall be payable)	364.60	52.10	596.70	1013.40
Grade 8	381.20	54.50	606.10	1041.80
Grade 9	391.30	55.90	609.90	1057.10
Grade 10 For each additional complete tonne over 95 an extra **79** cents as part of the weekly wage rate for all purposes shall be payable	408.00	58.30	615.80	1082.10

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

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

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

4.2.3 The supplementary payments prescribed in 4.2 - Rates of Pay are in substitution for over-award payments as defined to the extent of any Award wage increase arising out of minimum rates adjustments and broad banding increases arising out of the September 1989 State Wage Decision.

4.2.4 "Over-award payment" is defined as the amount (whether it be termed over-award payment, attendance bonus, service increment, or any term whatsoever) which an employee would receive in excess of the Award wage which applied immediately prior to the introduction of supplementary payments for the classification in which such employee is engaged. Provided that such payment should exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this Award.

4.2.5 Junior Employees:

4.2.5.1 Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100

2024 WAIRC 00695

Transport Workers (Government) Award, 1952

4.1 - 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

4.2 - WAGES

4.2.1 The minimum weekly rate of wage payable to employees covered by this award shall be as per the provisions comprising:

(a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or

(b) Part B – Expired Industrial Agreement Wages;

whichever is the greater.

4.2.2 The wage rates to apply for the purpose of the no-disadvantage test under the Industrial Relations Act 1979 shall be as per the provisions comprising:

(a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or

(b) Part B – Expired Industrial Agreement Wages;

whichever is the greater.

4.2.3 Part A – Wages Adjusted by Arbitrated Safety Net Adjustments

(a) Adult employees:

An adult employee shall be paid the following total weekly wage which is comprised of the components for base rate and supplementary payment. All components of the total weekly wage are payable for all purposes of this award.

	Total Weekly Wage	Base Rate	Safety Net Adjustment	Supplementary Payment	Special Payment
	$	$	$	$	$
Group 1	963.80	324.50	585.20	46.30	7.80
Motor driver's assistant					
Loader					
Driver of mechanical horse with or without trailer					
Group 2	987.70	327.80	589.80	46.80	23.30
Driver rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass) or GCM (Gross Combination Mass)					
Employee riding a motorcycle in the course of employment					
Driver of tow motor					
Group 3	992.30	334.60	590.60	47.80	19.30
Driver rigid vehicle 4.5 to 13.9 tonnes GVM or GCM					
Driver of fork lift up to and including 4500 kg lifting capacity					
Driver of tractor without power operated attachments					
Group 4	1006.40	344.60	593.30	49.20	19.30
Driver rigid vehicle over 13.9 tonnes GVM or GCM					
Straddle carrier driver					
Driver of fork lift over 4500 kg and up to 9000 kg lifting capacity					
Group 5	1022.10	351.30	601.30	50.20	19.30
Driver articulated vehicle up to 22.4 tonnes GCM					
Driver rigid vehicle and heavy trailer up to 22.4 tonnes GCM					
Driver rigid vehicle 4 axles over 13.9 tonnes GVM					
Driver of fork lift over 9000 kg lifting capacity					

	Total Weekly Wage	Base Rate	Safety Net Adjustment	Supplementary Payment	Special Payment
	$	$	$	$	$
Group 6	1060.40	358.90	610.40	51.20	39.90
Driver low loader up to 43 tonnes GCM					
Driver articulated vehicle over 22.4 tonnes GCM					
Driver rigid vehicle and heavy trailer over 22.4 tonnes					
Group 7	1076.10	364.70	612.50	52.10	46.80
Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 81 cents as part of the weekly wage rate of all purposes shall be payable)					

(b) Service Increments: Adult employees shall be paid service increments for all purposes of the award as follows:

after one year of service $4.97 per week

after two years of service $9.78 per week

(c) Leading Hands: A leading hand appointed as such by the employer and placed in charge of

(i) not less than three and not more than 10 other employees, shall be paid $25.30 per week extra.

(ii) more than 10 and not more than 20 other employees, shall be paid $38.00 per week extra.

(iii) more than 20 other employees, shall be paid $48.25 per week extra.

(d) Junior Employees

(i) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100

(ii) No junior under 17 years of age shall be permitted to have sole charge of a motor vehicle.

(e) Self-loading Equipment:

An employee who, in the course of his/her employment, drives a vehicle equipped with self loading equipment which requires the possession of a certificate of competency shall be paid an extra $9.86 per week.

2024 WAIRC 00696

Transport Workers (Mobile Food Vendors) Award 1987

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

7. - WAGES

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Weekly Wage" column in this clause for the appropriate grade.

(1) Classification	Base Rate $	Supplementary Payment $	Safety Net Adjustment $	Total Wage Per Week $
Mobile Canteen Operators Grade 1	327.70	46.80	584.30	958.80
Driver of Rigid Vehicle to 4.5 tonnes GVM or GCM Grade 2	334.40	47.80	586.00	968.20
Driver of Rigid Vehicle to 4.5 to 13.9 tonnes GVM or GCM				

(2) Leading Hands

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

(a) Not less than three and not more than ten other employees shall be paid $21.01 per week extra.

(b) More than ten and not more than twenty other employees shall be paid $31.34 per week extra.

(c) More than twenty other employees shall be paid $39.73 per week extra.

(3) Junior Employees

(a) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100

(b) No person under seventeen years of age shall be permitted to have sole charge of a motor vehicle.

(c) A junior employee who is required to have a B Class Motor Drivers Licence shall be paid the Full Adult Rate.

(4) Casual employees: Casual employees, being employees who are dismissed through no fault of their own before the expiration of one week of employment shall be paid twenty per cent in addition to the relevant ordinary rate of wage prescribed in this clause.

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

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

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

2024 WAIRC 00697

Transport Workers' (North West Passenger Vehicles) Award, 1988

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

6. – WAGES

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Wage" column in this clause for the appropriate grade or sub-grade.

(1) Bus Driver (including Service, Tour, Charter and School Bus Drivers) driving a passenger vehicle having seating capacity for –

	Base Rate $	Supplementary Payment $	Safety Net Adjustment $	Total Wage $
(a) Under 25 adult persons	323.90	46.30	583.20	953.40
(b) 25 adult persons or more	334.80	47.90	586.30	969.00

(2) A leading hand shall be paid a rate exceeding the highest rate of the workers he/she supervises by an amount of $24.20 per week.

2024 WAIRC 00698

Transport Workers' (Passenger Vehicles) Award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

10. - WAGES

(1) Bus Driver (including Service, Tour, Charter and School Bus Drivers) driving a passenger vehicle having seating capacity for -

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Wage" column in this clause for the appropriate grade or sub-grade and is payable for all purposes of the award.

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Wage
	$	$	$	$
(a) Under 25 adult persons	329.75	47.05	584.70	961.50
(b) 25 adult persons or more	340.50	48.70	587.80	977.00

(2) A leading hand shall be paid a rate exceeding the highest rate of the workers he/she supervises by an amount of $23.84 per week.

2024 WAIRC 00699

University, Colleges and Swanleigh Award, 1980

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

31. - WAGES

(1) (a) The minimum weekly rates of wage payable shall be:

	Minimum Award Rate $
Level 1	
Cleaner	946.40
Level 2	
Domestic employees including -Kitchen Attendant	
House Attendant	
Dining Attendant	
Laundry Attendant	
Sewing Attendant	954.70
Level 3	
Cooks (Other)	959.90
Level 4	
Gardener/Groundsperson Grade 1	970.30
Level 5	
First Cook (Grade 1), or Cook working alone	
Gardener/Groundsperson, Grade 2	
Sewing Supervisor	980.50
Level 6	991.00

Senior Gardener/Groundsperson, Grade 1	
First Cook, Grade 2	
Level 7	
Senior Gardener/Groundsperson, Grade 2	
Tradesperson Cook	1017.00
Level 8	
Head Groundsperson	1125.00

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

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

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

(2) Junior Employees:

Junior employees shall receive the following percentages of the adult rate for the class of work on which they are engaged.

	%
Under 16 years of age	60
16 to 17 years of age	70
17 to 18 years of age	80

(3) General Conditions:

(a) Junior employees may be employed in the proportion of one junior to every two or fraction of two not being less than one adult employee employed in the same occupation, provided that this ratio may be altered by written agreement between the Union and the employee concerned.

(b) Senior employees other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid $25.60 per week in addition to the rates prescribed herein.

(4) For all work done on any day after a break referred to in subclause (3) of Clause 7. - Hours of this award, the employee shall be paid an allowance of $1.60 per hour for each such hour worked.

(5) On and from 12 August 1992 the wage rates set out in subclause (1) of this clause include the first, second, third and fourth instalments of the Minimum Rates Adjustment Principle. Relativities have been established at 87.4% of the tradesperson's rate at Level 1 and 100% of the tradesperson's rate for a trade trained Senior Cook at Level 7.

2024 WAIRC 00700

Vehicle Builders' Award 1971

9. - WAGES AND SUPPLEMENTARY PAYMENTS

(1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level as specified in Clause 6. - Definitions of this Award, shall be made up of a base rate, plus a supplementary payment and safety net adjustment, giving a total weekly award rate as follows:

CLASSIFICATION Adult Employees (expressed as a percentage of the Vehicle Building Tradesperson Level I Rate):	Base Rate	Supple-mentary Payment	Safety Net Adjustment	Total Rate Per Week	Vehicle Building Trades-person Level 1
	$	$	$	$	%
Advanced Tradesperson/Production Technician					
Vehicle Building	471.70	70.60	638.00	1180.30	130.0
Vehicle Building Tradesperson - Level IV	417.30	62.50	617.70	1097.50	115.0
Vehicle Building Tradesperson - Level III	399.10	59.80	613.30	1072.20	110.0
Vehicle Building Tradesperson - Level II	381.00	57.10	606.70	1044.80	105.0
Vehicle Building Tradesperson - Level I	362.90	54.30	599.80	1017.00	100.0
Vehicle Builder - Level IV	335.30	50.20	586.90	972.40	92.4
Vehicle Builder - Level III	317.10	47.50	581.80	946.40	87.4
Vehicle Builder - Level II	297.60	44.50	576.50	918.60	82.0
Vehicle Builder - Level I	283.00	42.40	572.50	897.90	78.0

(2) Supplementary Payments

(a) Where an employee is in receipt of a rate of pay which exceeds the Award Rate Per Week prescribed in sub-clause (1) above, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement, then such rate will be deemed to be inclusive of the Supplementary Payment.

(b) Overtime, shift allowances, penalty rates, disability allowances, special rates, fare and travelling time allowances and any other work related allowances prescribed by this award shall not be offset against Supplementary Payments.

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

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

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

(4) Apprentices - (Wage per week expressed as a percentage of the Vehicle Building Tradesperson - Level I rate) -

	%
Four Year Term	
First Year	42
Second Year	55
Third year	75
Fourth Year	88
Three and a Half Year Term	
First six Months	42
Next Year	55
Next Year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

(5) Leading Hand - An employee placed in charge of -

		$
(a)	Not less than three and not more than 10 other employees shall be paid per week extra	21.00
(b)	More than 10 and not more than 20 other employees shall be paid per week extra	32.20
(c)	More than 20 other employees shall be paid per week extra	41.60

(6) Tool Allowance:

(a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance of -

(i) $11.75 per week to such tradesperson, or

(ii) in the case of an apprentice a percentage of $11.75, being the percentage which appears against his/her year of apprenticeship in subclause (3) of this clause,

for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.

(c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(d) A tradesperson or apprentice shall replace or pay for any tools supplied by his/her employer if lost through his/her negligence.

(7) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed.

(8) Junior Employees (Wage per week expressed as a percentage of the Vehicle Builder Level 1 rate) -

	%
Under 16 years of age	35
16 years of age	45
17 years of age	55
18 years of age	65
19 years of age	78.5
20 years of age	93

(9) Minimum Adult Award Wage

(a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(c) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

(d) 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(e) 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*.

(f) 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*.

(g) 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.

(h) Subject to this clause the minimum adult award wage shall –

(i) Apply to all work in ordinary hours.

(ii) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(i) 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 2024 State Wage order. 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.

(j) Adult Apprentices

(i) 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 $762.80 per week.

(ii) 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 $762.80 by 38 and multiply by the number of ordinary hours prescribed for a full-time apprentice under the award.

(iii) The minimum adult apprentice wage is payable from the beginning of the first pay period commencing on or after 1 July 2024.

(iv) 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.

(v) 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.

(vi) 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.

(10) Structural Efficiency

(a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the structural efficiency adjustments to this Award, employees are to perform a wider range of duties, including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to this Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the vehicle building industry and to enhance the career opportunities and job security of employees in the industry.

(c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or the union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of the workplace or enterprise. Measures raised by the employer, employees or union or unions for consideration consistent with the objectives of paragraph (a) hereof shall be processed through that consultative mechanism and procedures.

(d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of a new classification structure, the facilitative provisions contained in this Award and, subject to Clause 37. - Training, matters concerning training and subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.

(e) Without limiting the rights of either the employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission if the initiative varies and Award provision and by agreement of the parties involved shall be subject to the following requirements -

(i) the changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;

(ii) the majority of employees affected by the change at the plant or enterprise must genuinely agree to such change;

(iii) no employee shall lose income as a result of the change;

(iv) the union must be a party to the agreement;

(v) the union shall not unreasonably oppose any agreement;

(vi) any agreement shall be subject to the approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.

(f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 29. - Avoidance of Industrial Disputes of this award.

37. - TRAINEESHIPS

(1) Scope:

(a) This clause shall apply to persons:

(i) who are undertaking a Traineeship (as defined); and

(ii) who are employed by an employer bound by this Award.

(b) This clause does not apply to the Apprenticeship system.

(2) Objectives:

(a) This clause fascilitates a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of Trainees, particularly young persons and long term unemployed persons, and

(b) This clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme, and

(c) Existing full-time employees shall not be displaced from employment by a Trainee.

(3) Limited Operation (ATS and CST):

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

(4) Definitions:

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

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

"Traineeship Agreement" means an agreement made subject to the terms of this Award between an employer and the Trainee for a Traineeship and which is registered with the Training Authority. A traineeship agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.

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

"Training Authority" means -

(a) the State Employment and Skills Development Authority and any successor, or

(b) the National Employment and Training Taskforce where such gives interim approval to a Training Scheme and thereafter until that scheme is finally approved by the body referred to in (a) hereof.

(5) Training Conditions:

(a) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.

(b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, provided that if the Traineeship Agreement is not in a standard format, a Traineeship shall not commence until the Traineeship Agreement has been registered with the Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on the job training.

(c) The employer shall provide an appropriate level of supervision during the traineeship period.

(d) The overall training programme will be monitored by officers of the Training Authority and training records or work books shall be provided, if required to be utilised as part of this monitoring process.

(6) Employment Conditions:

(a) A Trainee shall be engaged as a full-time employee for a maximum of one year's duration provided that a Trainee shall be subject to a satisfactory probation period of one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.

(b) (i) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned in accordance with the Traineeship Agreement and to the Training Authority.

(ii) An employer who decides not to continue the employment of a Trainee upon the completion of the traineeship shall notify, in writing, the Training Authority of that decision.

(c) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement and the Trainee will attend such training.

(d) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service for the purposes of this Award.

(e) All other terms and conditions of this Award that are applicable to the Trainee or would be applicable to the Trainee but for this clause shall apply unless specifically varied by this clause.

(f) A Trainee who fails to either complete the Traineeship or who cannot for any reason be placed in full-time employment with the employer on successful completion of the Traineeship, shall not be entitled to any severance payment.

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

(ii) A Trainee shall not work overtime alone.

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

(7) Wages:

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

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

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

(b) Traineeships (excluding ATS and CST).

(i) Industry/Skill Level A:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level A.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	$	$	$
	267.00 (50%)*	332.00 (33%)	454.00

	311.00 (33%)	370.00 (25%)	
plus 1 year out of school	370.00	454.00	525.00
plus 2 years	454.00	525.00	617.00
plus 3 years	525.00	617.00	704.00
plus 4 years	617.00	704.00	
plus 5 years/more	704.00		

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

(ii) Industry/Skill Level B:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level B.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	$	$	$
	267.00 (50%)* 311.00 (33%)	332.00 (33%) 370.00 (25%)	445.00
plus 1 year out of school	370.00	445.00	508.00
plus 2 years	445.00	508.00	598.00
plus 3 years	508.00	598.00	682.00
plus 4 years	598.00	682.00	
plus 5 years/more	682.00		

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

(iii) Industry/Skill Level C:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level C.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	$	$	$
	267.00 (50%)* 311.00 (33%)	332.00 (33%) 370.00 (25%)	443.00
plus 1 year out of school	370.00	443.00	498.00
plus 2 years	443.00	498.00	560.00
plus 3 years	498.00	560.00	628.00
plus 4 years	560.00	628.00	
plus 5 years/more	628.00		

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

(c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:

(i) include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;

(ii) include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10; and

(iii) no include any period during a calendar year in which a year of schooling is completed.

(d) Traineeships (AST and CST only)

Wages for the Australian Traineeship System and Career Start trainees shall be calculated as follows:-

(i) Australian Traineeship System:

(a) The weekly wage payable to a trainee shall be not less than that determined by applying the appropriate junior wage per week, calculated in accordance with subclause (b), of Clause 9. - Wages and Supplementary Payments, of this Award and multiplying by 39, which represents actual weeks spent on the job, then dividing that sum by 52 to provide a weekly wage.

(b) In any case, the rate determined shall not be less than the minimum rate prescribed in the Australian Traineeship guidelines as amended for time to time.

(ii) Career Start Traineeship:

(a) Determining the hourly rate applicable to a Vehicle Builder, Level II level adult employee, if 21 years of age or older, or the appropriate junior wage per week as prescribed in subclause (b), of Clause 9. - Wages and Supplementary Payments, of this Award;

(b) Multiplying that hourly rate by the number of weekly ordinary hours, less the average training as specified in the registered agreement.

(e) Completed Traineeship - Continued Junior Employment

Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to -

(i) The Traineeship Scheme (excluding the Australian Traineeship System and a Career Start Traineeship), the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 6. - Definitions, of this Award, and the wage rate relevant thereto as prescribed in Clause 9. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee; or

(ii) The Australian Traineeship System, or the Career Start Traineeship, the rate of wage prescribed for the classification Vehicle Builder - Level III by Clause 9. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.

(8) Industry/Skill Levels

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

(a) Industry/Skill Level A

Office Clerical

Commonwealth Public Sector Clerical

State Public Sector Clerical

Local Government Clerical

Finance, Property and Business Services

(b) Industry/Skill Level B

Wholesale and Retail

Recreation and Personal Services

Transport and Storage

Manufacturing

(c) Industry/Skill Level C

Community Services and Health

Pastoral

Environmental

Wholesale and Retail - Vehicle Repair Services and Retail Sector

2024 WAIRC 00701

WA Government Health Services Engineering and Building Services Award 2004

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

APPENDIX A. – SALARIES

(1) Rates of Pay

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

	Level	Percentage Relativity to C10 Tradesperson	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I.	Supplementary Payment	State Wage Order Adjustment	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Salary
Carpenter	Building Tradesperson Level 04	100	365.20	52.00	599.80	1017.00	12.40	131.70	12.00	61196
	Building Tradesperson Level 05	105	383.50	54.60	606.70	1044.80	13.04	132.20	12.00	62706
	Building Tradesperson Level 06	110	401.70	57.20	613.30	1072.20	13.68	132.50	12.00	64184
	Building Tradesperson Level 07	115	420.00	59.80	617.70	1097.50	14.22	132.70	12.00	65542
	Building Tradesperson Level 08	120	438.20	62.40	624.40	1125.00	14.86	110.20	12.00	65837
	Building Tradesperson Level 09	125	456.50	65.00	631.20	1152.70	15.50	110.90	12.00	67352
Painter	Building Tradesperson Level 04	100	365.20	52.00	599.80	1017.00	12.40	102.20	12.00	59657
	Building Tradesperson Level 05	105	383.50	54.60	606.70	1044.80	13.04	102.60	12.00	61162
	Building Tradesperson Level 06	110	401.70	57.20	613.40	1072.30	13.68	102.80	12.00	62640
	Building Tradesperson Level 07	115	420.00	59.80	617.70	1097.50	14.22	103.20	12.00	64004
	Building Tradesperson Level 08	120	438.20	62.40	621.60	1122.20	14.86	80.60	12.00	64146
	Building Tradesperson Level 09	125	456.50	65.00	631.20	1152.70	15.50	81.10	12.00	65797
Plasterer	Building Tradesperson Level 04	100	365.20	52.00	599.80	1017.00	12.40	124.70	12.00	60831
	Building Tradesperson Level 05	105	383.50	54.60	606.70	1044.80	13.04	125.00	12.00	62330
	Building Tradesperson Level 06	110	401.70	57.20	613.30	1072.20	13.68	125.50	12.00	63819
	Building Tradesperson Level 07	115	420.00	59.80	617.70	1097.50	14.22	125.80	12.00	65182
	Building Tradesperson Level 08	120	438.20	62.40	624.40	1125.00	14.86	103.30	12.00	65477
	Building Tradesperson Level 09	125	456.50	65.00	631.20	1152.70	15.50	103.60	12.00	66971
Plumber	Building Tradesperson Level 04	100	365.20	52.00	599.80	1017.00	12.40	160.10	12.00	62677
	Building Tradesperson Level 05	105	383.50	54.60	606.70	1044.80	13.04	160.50	12.00	64182
	Building Tradesperson Level 06	110	401.70	57.20	613.30	1072.20	13.68	160.80	12.00	65660
	Building Tradesperson Level 07	115	420.00	59.80	617.70	1097.50	14.22	161.30	12.00	67034
	Building Tradesperson Level 08	120	438.20	62.40	624.40	1125.00	14.86	138.80	12.00	67329
	Building Tradesperson Level 09	125	456.50	65.00	631.20	1152.70	15.50	139.20	12.00	68828
Other Building	Building Employee Entrant Level	78	284.86	40.56	572.48	897.90	9.68	90.80	14.00	52812
employees	Building Employee Level 1	82	299.46	42.64	576.50	918.60	10.20	91.00	14.00	53929
not elsewhere	Building Employee Level 2	87	319.18	45.45	581.77	946.40	10.87	91.30	14.00	55430
classified	Building Employee Level 3	92	337.44	48.05	586.91	972.40	11.51	91.60	14.00	56835
	Building Employee Level 4	100	365.20	52.00	599.80	1017.00	12.40	92.00	14.00	59229
Mechanical Fitter,	Engineering Employee Level 14	78	284.86	40.56	572.48	897.90	14.68	89.40	14.00	53000
Motor Mechanic,	Engineering Employee Level 13	82	299.46	42.64	576.50	918.60	15.40	89.60	14.00	54127

Refrigeration	Engineering Employee Level 12	87.4	319.18	45.45	581.77	946.40	16.47	89.90	14.00	55649
Fitter & other	Engineering Employee Level 11	92.4	337.44	48.05	586.91	972.40	17.41	90.20	14.00	57070
engineering	Engineering Tradesperson Level 10	100	365.20	52.00	599.80	1017.00	18.80	111.40	12.00	60471
trades	Engineering Tradesperson Level 09	105	383.50	54.60	606.70	1044.80	19.70	111.80	12.00	61989
employees not	Engineering Tradesperson Level 08	110	401.70	57.20	613.30	1072.20	20.70	112.00	12.00	63481
elsewhere	Engineering Tradesperson Level 07	115	420.00	59.80	617.70	1097.50	21.60	112.40	12.00	64868
classified	Engineering Tradesperson Level 06	125	456.50	65.00	633.90	1155.40	23.50	90.30	12.00	66835
	Engineering Tradesperson Level 05	130	474.80	67.60	638.00	1180.40	24.40	90.70	10.00	68103
Electrical Fitter/	Engineering Tradesperson Level 10	100	365.20	52.00	599.80	1017.00	18.80	140.80	12.00	62005
Mechanic	Engineering Tradesperson Level 09	105	383.50	54.60	606.70	1044.80	19.70	141.30	12.00	63528
	Engineering Tradesperson Level 08	110	401.70	57.20	613.30	1072.20	20.70	141.70	12.00	65030
	Engineering Tradesperson Level 07	115	420.00	59.80	617.70	1097.50	21.60	141.90	12.00	66407
	Engineering Tradesperson Level 06	125	456.50	65.00	631.20	1152.70	23.50	119.50	12.00	68217
	Engineering Tradesperson Level 05	130	474.80	67.60	638.00	1180.40	24.40	120.10	10.00	69636

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

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

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

(3) This Award shall not operate to reduce the salary of any employee who is at present receiving above the minimum rate prescribed for their class of work.

(4) A junior employee, other than an apprentice or trainee, employed to carry out work regulated by this Award, including work normally done by an apprentice or trainee, shall be paid not less than the wage of an adult performing similar work. No new designation shall be introduced during the currency of this Award so as to reduce the status of any employee covered thereby.

(5) Infirmity

(a) Any employee who by reason of infirmity is unable to earn the minimum wage may be paid a lesser wage as may from time to time be agreed upon in writing between the Union's and the Employer.

(b) Where no agreement is reached the matter may be determined in accordance with Clause 11- Dispute Resolution for determination.

(6) Building Trades Employees

Except to the extent of any inconsistency with this Award, those parts of Appendix D - Award Restructuring of the Building Trades (Government) Award 1968 No. 31a of 1966 (as at the date of registration of this Award), which pertain to transfer from old classification structures, reclassification of employees and classification definitions, shall apply to this Award.

(7) Metal Trades Employees

Except to the extent of any inconsistency with this Award, those parts of Clause 5. - Classification Structure and Definitions of the Engineering Trades (Government) Award 1967 No. 29, 30 & 31 of 1961 & 3 of 1962, (as at the date of registration of this Award), which pertain to transfer from old classification structures, reclassification of employees and classification definitions, shall apply to this Award.

(8) Plant Operators

Except to the extent of any inconsistency with this Award, those parts of Clause 5. - Definitions of the Engine Drivers (Government) Award 1983, (provisions applicable as at the date this subclause takes effect), which define a Plant Operator, shall apply to this Award.

2024 WAIRC 00702

WA Health - HSU Award 2006

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

SCHEDULE A

MINIMUM SALARIES

(1) Subject to the provisions of Clause 8. – Salaries and to the provisions of this Schedule the minimum annual salaries for employers bound by the Award are set out hereinafter.

(2) Minimum Salaries

LEVELS	CURRENT	**ASNA**	NEW
Level 1 under 17 years of age	11363	14845	26208
17 years of age	13270	17337	30607
18 years of age	15490	20237	35727
19 years of age	17929	23424	41353
20 years of age	20135	26306	46441
21 years of age 1 st year of service	22117	28895	51012
22 years of age 2 nd year of service	22771	29051	51822
23 years of age 3 rd year of service	23421	29206	52627
24 years of age 4 th year of service	24069	29692	53761
Level 2	24720	29905	54625
	25371	30117	55488
	26120	30224	56344
	26638	30394	57032
	27403	30643	58046
Level 3	28307	30938	59245
	29010	31169	60179
	29749	31407	61156
	30928	31792	62720
Level 4	31545	31994	63539
	32470	32295	64765
	33421	32609	66030
	34772	32907	67679
Level 5	35476	33138	68614
	36443	33453	69896
	37438	33642	71080
	38462	33976	72438
Level 6	40434	34619	75053
	41898	35096	76994
	43978	35775	79753
Level 7	45091	36138	81229
	46501	36600	83101
	47962	37076	85038
Level 8	50097	37775	87872
	51847	38344	90191
Level 9	54495	39207	93702
	56337	39809	96146
Level 10	58354	40468	98822
	61598	41526	103124
Level 11	64189	42373	106562
	66824	43230	110054
Level 12	70437	44410	114847
	72878	45207	118085
	75662	46117	121779

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

(b) (i) For the purposes of this paragraph, 'Medical Typist' and "Medical Secretary' shall mean those employees classified on a classification equivalent to Level 1, 2, or 3 who spend at least 50% of their

time typing from tapes, shorthand, and/or Doctor's notes of case history, summaries, reports or similar material involving a broad range of medical terminology.

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

(aa) on a fortnightly basis;

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

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

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

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

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

(3) Salaries – Health Professionals

(a) Employees who possess a relevant tertiary level qualification, or equivalent as agreed between the Union and the employers, and who are employed in the callings of Audiologist, Bio Engineer, Chemist, Dietitian, Engineer, Medical Scientist, Librarian, Occupational Therapist, Physiotherapist, Physicist, Pharmacist, Clinical Psychologist, Psychologist, Research Officer, Scientific Officer, Social Worker, Speech Pathologist, Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Orthotist, Certified Clinical Perfusionist, Orthoptist or any other professional calling as agreed between the Union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	With effect from the beginning of the first pay period commencing on or after 1 July 2024.
LEVEL 4/6	31545	31994	63539
	33421	32609	66030
	35476	33138	68614
	37438	33642	71080
	40434	34619	75053
	43978	35775	79753
LEVEL 7	45091	36138	81229
	46501	36600	83101
	47962	37076	85038
LEVEL 8	50097	37775	87872
	51847	38344	90191
LEVEL 9	54495	39207	93702
	56337	39809	96146
LEVEL 10	58354	40379	98733
	61598	41526	103124
LEVEL 11	64189	42373	106562
	66824	43230	110054
LEVEL 12	70437	44410	114847
	72878	45207	118085
	75662	46117	121779

(b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 4/6 under this subclause:

(i) Employees, who have completed an approved three-year academic tertiary qualification, relevant to their calling, shall commence at the first year increment;

(ii) Employees, who have completed an approved four-year academic tertiary qualification, relevant to their calling, shall commence at the second year increment;

(iii) Employees, who have completed an approved Masters Degree or an approved PhD Degree relevant to their calling, shall commence on the third year increment;

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

(c) The employer and Union shall be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this subclause and shall maintain a manual setting out such qualifications.

(d) The employer in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 4/6 for a particular calling/s.

(e) The Classification Level Descriptors for each level in subclause (a) of this clause shall be as agreed from time to time between the Employer and the Union, and shall be published by the Employer in an Operational Circular.

(4) The following conditions shall apply to employees in the callings of Engineer:

Employees employed in the calling of Engineer and who are classified Level 4/6 under this Award shall be paid a minimum salary at the rate prescribed for the maximum of Level 4/6 where the employee is an "experienced engineer" as defined.

For the purposes of this paragraph "experienced engineer" shall mean:

(a) An engineer appointed to perform professional engineering duties and who is a Corporate Member of the Institution of Engineers, Australia or who attains that status during service;

(b) An engineer appointed to perform professional duties who is not a Corporate Member of the Institution of Engineers, Australia but who possesses a degree or diploma from a University, College or Institution acceptable to the employer on the recommendation of the Institution of Engineers, Australia, and who:

(i) Having graduated in a four (4) of five (5) academic year course at a University or Institution recognised by the employer, has had four (4) years' experience on professional engineering duties acceptable to the employer since becoming a qualified engineer, or

(ii) Not having a University degree but possessing a diploma recognised by the employer, has had five (5) years' experience on professional engineering duties, recognised by the employer since becoming a qualified engineer.

(5) (a) An employee appointed as a Clinical Psychologist Registrar (Grade 1) shall commence at Level 4/6.5 and shall progress to Level 4/6.6 in the second year.

(b) An employee appointed as a Clinical Psychologist (Grade 2) shall commence at Level 7.3 and shall progress by annual increments to Level 9.2.

(c) Progression from Clinical Psychologist Registrar (Grade 1) to Clinical Psychologist (Grade 2) shall occur with effect from the date registration as a "Clinical Psychologist" is conferred by the Psychologists' Board of Western Australia and the relevant positions may be advertised at Grade 1 or Grade 2 when vacant.

(d) "Clinical Psychologist (Grade 2)" shall mean a Clinical Psychologist who:

(i) is registered with the Psychologists' Board of Western Australia;

(ii) has a thorough knowledge of the methods, principles and practices of the profession;

(iii) works under general to limited direction; and

(iv) has an ability to practice psychology with a high degree of initiative and experience.

(e) The classification and grading structure for Clinical Psychologists above Grade 2 shall be as agreed from time to time between the Employer and the Union, and shall be published by the Employer in an Operational Circular.

2024 WAIRC 00703

WA Health CSA Dental Technicians (Dental Health Services) Award 2016

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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

1. Title
1B. Minimum Adult Award Wage
2. Arrangement
3. Area of Operation
4. Scope
5. Term of Award
6. Definitions
7. Certificate of Service
8. Contract of Service
9. Part-Time Employment
10. Casual Employment
11. Wages
12. Purchased Leave - 44/52 Salary Arrangement
13. Purchased Leave - Deferred Salary Arrangement
14. Salary Packaging Arrangement
15. Supported Wage
16. Apprentices
17. Annual Increments
18. Higher Duties Allowance
19. Hours

20 Shift Work Allowance
21. Overtime Allowance
22. Annual Leave
23. Public Holidays
24. Long Service Leave
25. Sick Leave
26. Carers Leave
27. Parental Leave
28. Leave Without Pay
29. Study Assistance
30. Short Leave
31. Bereavement Leave
32. Cultural/Ceremonial Leave
33. Blood/Plasma Donors Leave
34. Emergency Service Leave
35. Facilities for Union Representatives
35A. Representation Rights
36. Leave to Attend Association Business
37. Trade Union Training Leave
38. Defence Force Reserves Leave
39. Witness and Jury Service
40. Disturbance Allowance
41. Motor Vehicle Allowance
42. Property Allowance
43. Protective Clothing Allowance
44. Relieving Allowance
45. Removal Allowance
46. Transfer Allowance
47. Travelling Allowance
48. Weekend Absence from Residence
49. Preservation of Rights
50. Keeping of and Access to Employment Records
51. Notification of Change
52. Right of Entry and Inspection by Authorised Representatives
53. Copies of Award
54. Access to Information and Resources
55. Establishment of Consultative Mechanisms
56. Dispute Settlement Procedure
Schedule A Respondent Employer
Schedule B Wages
Schedule C Motor Vehicle Allowance
Schedule D Clause 21. – Overtime Allowance
Schedule E Travelling, Transfer and Relieving Allowance
Schedule F Shift Work Allowance
Schedule G Named Union Party

SCHEDULE B - WAGES

(1) The weekly wage applicable to employees covered by this Award.

	Registration
Apprentice Dental Technician Year 1	468.10
Apprentice Dental Technician Year 2	613.00
Apprentice Dental Technician Year 3	835.90
Apprentice Dental Technician Year 4	980.80
Adult Apprentice Dental Technician (21 years and over)Years 1, 2 and 3	835.90
Adult Apprentice Dental Technician (21 years and over) Year 4	980.80
Dental Technician Year 1	1114.50
Dental Technician Year 2	1134.00
Dental Technician Year 3	1154.30
Dental Technician Year 4	1175.70
Dental Technician Advanced Level 1 Year 1	1144.40
Dental Technician Advanced Level 1 Year 2	1162.50
Dental Technician Advanced Level 1 Year 3	1181.50
Dental Technician Advanced Level 1 Year 4	1212.00

Dental Technician Advanced Level 2 Year 1	1175.40
Dental Technician Advanced Level 2 Year 2	1197.20
Dental Technician Advanced Level 2 Year 3	1221.00
Dental Technician Advanced Level 2 Year 4	1245.00

2024 WAIRC 00704

WA Public Hospitals (Doctors in Training) Award 2011

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

9. - SALARIES

(1) (a) Salaries or salary ranges applicable to medical practitioners covered by this Award calculated on the basis of the ordinary hours of duty specified in subclause (1) of Clause 12. - Hours of Duty of rostered duty in any period of one week shall be:

Level	$ per annum	ASNA	TOTAL
Level 1	36177	33227	69404
Level 2	38794	34083	72877
Level 3	41467	34955	76422
Level 4	43089	35484	78573
Level 5	44780	36036	80816
Level 6	48244	37169	85413
Level 7	51162	38120	89282
Level 8	54213	39115	93328
Level 9	56364	39819	96183
Level 10	59625	40883	100508

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

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

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

(b) The salary of an Intern shall be at Level 1.

(c) The salary of a Resident Medical Officer shall be within the range of Levels 2 to 4 inclusive, based on years of relevant experience after graduation. Level 4 shall apply to 4th and subsequent years of experience after graduation.

(d) The salary of a Registrar shall be within the range of Levels 5 to 8 inclusive based on years of relevant experience in that capacity.

(e) The salary of a Senior Registrar shall be within the range of Levels 9 to 10, based on years of relevant experience in that capacity.

(f) Subject to the provisions of this Award, a medical practitioner shall be employed in accordance with the level of work performed.

(2) Subject to good conduct, diligence and efficiency, a medical practitioner shall proceed from the point of entry in the salary range to the maximum of the range for the particular class of employment according to the increments in such salary range.

(3) Salaries shall be paid at least fortnightly.

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

2024 WAIRC 00705

WA Public Hospitals (Senior Medical Practitioners) Award 2011

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

7. - SALARIES AND SALARY RANGES

(1) Salaries or salary ranges applicable to medical practitioners covered by this Award shall be:

(a) Full Time Medical Practitioners

			$ per annum	ASNA	TOTAL
(i)	Medical Specialists				
	Specialists, Level 1	Point 1	68242	45009	113251
		Point 2	71345	46023	117368
		Point 3	74457	47040	121497
		Point 4	77582	48059	125641
		Point 5	81523	49345	130868
		Point 6	83646	50037	133683
	Senior Specialists, Level 2	Point 1	85769	50730	136499
		Point 2	90400	52241	142641
(ii)	General Practitioners	Point 1	68242	45009	113251
		Point 2	71345	46023	117368
		Point 3	74457	47040	121497

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

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

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

An Assistant Medical Superintendent shall be appointed within the Specialist, Level 1 range provided that an Assistant Medical Superintendent who does not possess a recognised qualification of a University or College shall not progress beyond Point 3 in that range.

A Deputy Medical Superintendent shall be appointed within the Specialist, Level 1 and Senior Specialist, Level 2 ranges at not less than Specialist, Level 1, Point 5, provided that a Deputy Medical Superintendent who does not possess a recognised higher qualification of a University or College shall not progress beyond Specialist, Level 1, Point 6.

(b) Sessional Appointees

			$ per session
(i)	Medical Specialists		
	Specialist, Level 1	Point 1	274.56
		Point 2	284.91
		Point 3	290.01
		Point 4	305.53
		Point 5	318.59
		Point 6	325.66
	Senior Specialist,	Point 1	332.69
	Level 2	Point 2	348.04
(ii)	General Practitioners	Point 1	274.57
		Point 2	284.91
		Point 3	295.18

(2) A Medical Practitioner, other than a Radiologist who is remunerated in accordance with Clause 16(10)(h) who is required to perform administrative duties appropriate to a Head of Department in a hospital, shall be paid an allowance calculated in accordance with the following formula:

No. of Staff Under Direct Supervision and control	$ per annum
0 - 4	nil
5 - 9	1155
10 - 20	2310
Over 20	3466

(3) The rates expressed in this Clause shall be varied to the extent necessary to give effect to any decision of the Western Australian Industrial Relations Commission in a State Wage Case made during the currency of the Award and expressed to be on general economic grounds and which has general application.

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

2024 WAIRC 00706

Ward Assistants (Mental Health Services) Award 1966

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

26. - WAGES

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

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Weekly Rate $
Ward Assistants			
(a) At 19 years of age and over			
1st year of employment	377.40	584.90	962.30
2nd year of employment	387.80	587.40	975.20
3rd year of employment and thereafter	398.30	589.90	988.20

(b) Under 19 years of age (percentage of the total wage prescribed for a ward assistant in his/her first year of service in paragraph (1)(a) hereof per week).

	%
1st year of employment	73
2nd year of employment	81
3rd year of employment	87

(2) Wages shall be paid by direct funds transfer to the credit of an account nominated by the employee at such bank, building society or credit union approved by the employer. Provided that where such form of payment is impractical or where some exceptional circumstances exist and by agreement between the employer and the Union, payment by cheque may be made.

(3) Payment for higher duties shall not apply to an employee required to act in another position whilst the permanent employee is on a single accrued day off as prescribed by subclause (3) of Clause 5. - Hours of this award.

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

(5) An employee who performs shift or weekend work irregularly may be paid shift or weekend penalties during the pay period in which the work is performed.

(6) No deductions shall be made from an employee's wage unless the employee has authorised such deduction in writing.

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

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

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

2024 WAIRC 00707

Watchmakers' and Jewellers' Award, 1970

8. - WAGES

(1) The minimum weekly rate of wage payable to adult employees covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder, from the beginning of the first pay period commencing on or after 1 July 2024.

		Base Rate $	Supple-mentary Payment $	Arbitrated Safety Net Adjustments $	Minimum Rates $
(a)	Watchmaker, Clockmaker watch and clock repairer	365.20	52.00	599.80	1017.00
(b)	Jeweller, setter, general jeweller's tradesman and engraver	365.20	52.00	599.80	1017.00
(c)	Process Worker % of trade				
	Grade 1 78				897.90
	Grade 2 80	292.16	36.80	573.34	902.30
	Grade 3 85	310.42	40.60	578.58	929.60

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

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

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

(3) Apprentices (wage per week expressed as a percentage of the respective tradesman's rate)

(a)	5 Year Term:	%
	1st year	40
	2nd year	48
	3rd year	55
	4th year	75
	5th year	88
(b)	4 Year Term:	
	1st year	42
	2nd year	55

3rd year	75
4th year	88

(4) Leading Hands:

Any jeweller or watchmaker placed in charge of not more than ten (10) jewellers or watchmakers shall be paid $25.60 per week in addition to the rates of pay prescribed by this award.

(5) Tool Allowance:

Watchmakers and apprentices to watchmaking shall be paid a tool allowance of $10.50 per week extra.

(6) Junior process worker (percentage of adult process worker - Grade 1).

	%
At 16 years of age and under	50
At 17 years of age	60
At 18 years of age	75
At 19 years of age	90
At 20 years of age	100

8A. - MINIMUM WAGE - ADULT MALES AND FEMALES

(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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00708

Western Australian Professional Engineers (General Industries) Award 2004 - The

4.1 - SALARIES

4.1.1 The minimum annual salaries payable to full-time professional engineers in the classifications defined in 4.3 shall be as set out hereunder:

Classification	Annual Salary
	$
Level 1 - Professional engineer (graduate)	61499
Level 2 - Professional engineer (experienced)	69872
Level 3 - Professional engineer	75631
Level 4 - Professional engineer	84292

4.1.2 The minimum part-time hourly rate paid to those employees who are engaged to work on a part-time basis for a constant number of hours shall be as set out hereunder. Part-time employees shall accrue entitlements on a proportionate basis to that of full-time employees calculated according to the ratio of their weekly hours of work to the ordinary hours of work for full-time employees in the operation or business concerned.

Classification	Part-time hourly rate
	$
Level 1 - Professional engineer (graduate)	31.04
Level 2 - Professional engineer (experienced)	35.27
Level 3 - Professional engineer	38.17
Level 4 - Professional engineer	42.54

(Note Part-time rates were calculated by dividing the annual salary by 52.14 weeks and subsequent dividing that amount by 38 hours. This is then rounded to the nearest cent. Any variations to the part-time rates of pay as a result of State Wage Case decisions are to be calculated in accordance with this method.)

4.1.3 The minimum casual hourly rate paid to those employees who are engaged and paid as such shall be as set out hereunder, and includes an amount in lieu of annual leave, sick leave, and public holidays.

Classification	Casual hourly rate
	$
Level 1 - Professional engineer (graduate)	36.47
Level 2 - Professional engineer (experienced)	41.44
Level 3 - Professional engineer	44.85
Level 4 - Professional engineer	49.98

(Note The casual hourly rates were derived by adding a loading to the part-time hourly rates of 17.5%. This is then rounded to the nearest cent. Any variations to the casual rates of pay as a result of State Wage Case decisions are to be calculated in accordance with this method.)

4.1.4 The provisions for part-time and casual hourly rates shall not be applicable to full-time employees. Full-time employees are subject to clause 3.1 – Hours of Duty.

4.1.5 It is expected that a graduate engineer will advance to experienced engineer following the progressive acquisition of skills and competence and such employee's competence and salary will be reviewed regularly during that period.

4.5 - MINIMUM ADULT AWARD WAGE

4.5.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.5.2 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

4.5.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case decisions.

4.5.4 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 results, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

4.5.5 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*.

4.5.6 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*.

4.5.7 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.

4.5.8 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.

4.5.9 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 2024 State Wage order. 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.

4.5.10 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00709

Western Australian Surveying (Private Practice) Industry Award, 2003 - The

5.1 - SALARIES

The rates of pay in this Award include Arbitrated Safety Net adjustments available since December 1993 under the Arbitrated Safety Net Adjustment Principle and includes the 2013 Safety Net Wage Case Increase of 1 July 2013.

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

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

Wage	Classification title	Minimum Salaries - $	Skill relativity to level 10 after full minimum rate\broadbanding

					adjustments
		Hourly	Weekly	Annual	%
Level 1 5.1.1(a)	Manager/Professional - Business/Specialist	43.58	1656.20	86398	210
Level 2 5.1.1(b)	Manager/Professional - Project/Specialist	39.22	1490.40	77749	180
Level 3 5.1.1(c)	ExperiencedProfessional Surveyor including Licensed Surveyor/Engineer	36.31	1379.80	71979	160
Level 4 5.1.1(d)	Experienced Surveyor/Town Planner	34.96	1328.40	69298	150
Level 5 5.1.1(e)	Technician V / Survey Party Leader	34.26	1301.90	67916	145
Level 6 5.1.1(f)	Technician IV / Survey Party Leader	32.80	1246.50	65026	135
Level 7 5.1.1(g)	Technician III / Survey Technician, Senior (part-time party leader)Graduate Professional Engineer/Surveyor/Town Planner - 4 year	32.08	1218.90	63586	130
Level 8 5.1.1(h)	Technician II / Survey Technician,Graduate Surveyor - under Articles/Town Planner – 3 year	31.35	1191.30	62146	125
Level 9 5.1.1(i)	Technician I / Trainee Technician, Survey	29.23	1110.90	57952	110
Level 10 5.1.1(j)	Technical Assistant Survey	27.79	1055.90	55083	100
Level 11 5.1.1(k)	Trainee Assistant Survey	25.26	959.90	50075	90
Level 12 5.1.1(l)	Unskilled	25.12	954.50	49793	82
Entry level 5.1.1(m)	For entry level for employees who possess relevant technical/professional qualifications see clause 5.1.2				
5.1.1(n)	The skill relativities to level 10 set out in the above table apply subject to any future award or safety net increases by the Commission. Any such safety net increases will not vary the percentages set out above as being the indicative wage relativities of classifications under this award.				

5.1.3 - SALARIES CLERICAL EMPLOYEES

5.1.3(a) Adult

Grade	Weekly Rate
	$
1	925.40
2	951.20
3	993.10

Provided that:

(a) No employee employed as at the commencement of this award is to receive less pay as a result of regrading under this award. In the event that such regrading results in a lower grading, the present salary is to be maintained until overtaken by award increases.

(b) Over award payments may be absorbed into any increase arising under this award.

5.1.3(b) Juniors

The following percentage of Grade 1 weekly rates shall be minimum rates of wages per week for junior employees:

Age	Rate per Week
17	60%
18	70%
19	80%

20	90%

5.3 - 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

2024 WAIRC 00710

Wine Industry (WA) Award 2005

4.1 - 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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

4.2 – WAGES

(1) Adult Employees

The weekly minimum rate of pay will be as follows:

Grade	Base Rate	Relativity	Safety Net Adjustment	Supplementary Payment	Total Weekly Rate
	$	%	$	$	$
1	284.80	78.0	572.50	40.60	897.90
2	299.50	82.0	586.30	83.70	969.50
3	319.20	87.4	593.30	94.00	1006.50
4	337.40	92.4	605.70	97.80	1040.90
5	365.20	100.0	612.60	99.30	1077.10

(2) **Junior Employees**

(a) The minimum wage payable under this award to junior employees shall be the undermentioned percentage of the adult rate of the classification under which they are employed:

	Percentage of adult rate
16 years and under 17 years	80
17 years and under 18 years	90
18 years and over	100

(b) The total wage for junior employees shall, in the case of weekly employees, be calculated in multiples of five cents. Amounts of two cents or less being taken to the lower multiple and amounts in excess of two cents being taken to the higher multiple.

(3) Arbitrated Safety Net Adjustments

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

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

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

(4) Casual Employees

A casual employee shall be paid 20% more than the ordinary rate for the calling in which they are employed.

(5) Leading Hands

Leading hands appointed by the employer in any department must be paid the allowances set out below in addition to the wage rate prescribed for their classification:

	Rate Per Week
	$
Up to and including four employees	13.50
More than four but less than 10 employees	21.70
More than 10 employees	33.50

2024 WAIRC 00711

Wool, Hide and Skin Store Employees' Award No. 8 of 1966

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

13. - WAGES AND CLASSIFICATION STRUCTURE

(1) Classification Structure

STOREWORKER LEVEL 1

Relativity: 90%

Pre-requisites:

* Basic interpersonal and communication skills
* Basic literacy and numeracy skills.

Skills/Duties:

* Familiar with company policies and procedures.
* Responsible for quality of his/her own work subject to detailed direction.
* Obtain knowledge and apply appropriate manual handling skills.
* Able to work in a team environment and/or under routine supervision.
* Able to exercise discretion within the limits of skills and/or training.
* Able to undertake duties in a safe and responsible manner.

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

1. Core sampling (non-mechanical).
2. Feeding wool into blending machines.
3. Head marking or branding of head bale at receival or weighing.
4. Inserting lot plates or dividers.
5. Lobbing.
6. Opening or closing bales (including fadging and boodling).
7. Pushing into or taking from elevators or drops.
8. Sewing.
9. Wheeling baskets.

10. Hand trucking.
11. Use of non-licensed material handling equipment.
12. Operate wool blending machine.
13. Responsible for housekeeping in own work environment.

Promotional Criteria:
An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 2

Relativity: 92.4%

Pre-requisites:

* Storeworker Level 1 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 1 the following skills/duties are required:

* Able to work in a team environment under limited supervision.
* Responsible for quality of his/her own work.
* Appropriate licence to operate required materials handling equipment, (other than crane or fork-lift rated in excess of 20000kg), (as required).

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

1. Breaking out of specified bales for shipping, showing, pooling or blending.
2. Breaking out for rail trucks (including the use of mechanical aids).
3. Breaking down stacks of wool.
4. Port marking and branding of wool for shipping.
5. Operating and in charge of semi-automatic dump press.
6. Operating of all appropriate materials handling equipment (other than crane or fork-lift rated in excess of 20000kg), not requiring ancillary or incidental clerical functions.
7. Sheetman or fossicker.
8. Wool pressing.
9. Weight adjusting.
10. Handling or hanging or drying green skins (including trottering of sheepskins).

Handling hides including staking and unstacking operator and in charge of skin press.

Promotional Criteria:
An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 3

Relativity: 94.5%

Pre-requisites:

* Storeworker Level 2 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 1 the following skills/duties are required:

* Understands and is responsible for quality control standards.
* Advanced level of interpersonal and communication skills.
* Keyboard skills.
* Able to perform work required with minimal supervision.
* Able to operate computerised inventory equipment (as required).

Indicative of the tasks which an employee at this level may perform are the following.

1. Sworn weigher or employee (including fork-lift driver) recording or carrying out clerical functions in receiving, weighing and delivering or shipping of bales including notifying locations of bales by radio or other electronic means.
2. In charge of an out-store.
3. Operation of semi-automatic core line.
4. Responsible for the actual packing of containers with dumped bales.

Promotional Criteria:
An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 4

Relativity: 97%

Pre-requisites:

* Storeworker Level 3 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 4 the following skills/duties are required:

*Appropriate licence to operate required materials handling equipment and/or container handling equipment and/or crane, with capacity rated greater than 20000kg (as required).

*Knowledge of operation of fully automated core line operation.

*Able to operate computerised wool handling equipment (as required).

Indicative of the tasks which an employee at this level may perform are the following:

1.Operator in charge of a fully automated core line operation.

2.Operator in charge of a fully automatic Dump Press (i.e. TriPak).

3.Operator of container handling equipment rated greater than 20000kg.

4.Employee charged by employer with the responsibility of supervising and directing not more than 10 employees (not being a number of employees working as a team).

5.Classing skins, furs or hides.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 5 - WOOL CLASSER

Relativity: 100%

Pre-requisites:

* Storeworker Level 4 or equivalent.

* Appropriate Certification.

Skills/Duties:

In addition to the skills/duties required of a Storeworker Level 4 the following skills/duties are required:

* Able to sort all types of wool to desired graded lines.

* Able to allocate bin types and calculate bin weights and percentages.

* Responsible for sorting wool to Industry Quality Control Standards.

* Understanding of operation of a Wool Re-handling Department.

Indicative of the tasks which an employee at this level may perform are the following:

1.Classing or sorting wool with or without mechanical aids.

2.Undertake appropriate recording functions.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 6 - OVERLOOKER

Relativity: 105%

Pre-requisites:

* Wool Classer or equivalent.

Skills/Duties:

In addition to the skills/duties required of Wool Classer the following skills/duties are required:

* Proven ability to train and supervise.

* Competent to train wool classers.

* Proficient in the accurate allocation of types and component percentages and weights of all wool bales.

* Must ensure quality control standards are met by all wool re-handling personnel.

* Must ensure the efficient operation of a wool re-handling department.

Indicative of the tasks which an employee at this level may perform are the following:

Control and co-ordinate all relevant functions of a wool re-handling operation.

(2) Deleted

(3) Deleted

(4) Total Wage Rates (Adults)

The total wage rate per week for adult employees performing the work described by the classifications detailed in subclause (1) of this clause shall be as detailed in column 5 of the table below. The rates of pay in this subclause take effect from the beginning of the first pay period commencing on or after 1 July 2024.

Column 1	Column 2	Column 3	Column 4	Column 5

CLASSIFICATION	BASE RATE	SUPPLEMENTARY PAYMENT	ARBITRATED SAFETY NET ADJUSTMENTS	TOTAL RATE
Storeworker Level 1	328.70	46.80	584.40	959.90
Storeworker Level 2	337.50	48.00	586.90	972.40
Storeworker Level 3	345.10	49.10	589.00	983.20
Storeworker Level 4	354.30	50.40	591.40	996.10
Storeworker Level 5 – Wool Classer	365.20	52.00	599.80	1017.00
Storeworker Level 6 - Overlooker	383.50	54.60	606.70	1044.80

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

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

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

(5) Transitional Provisions

(a) The provisions of subclauses (1), (2), (3) and (4) of this clause shall be trialled for a period of 12 months from the date of operation in order to assess the suitability of such a classification structure.

(b) Any dispute arising from the introduction of the provisions of subclauses (1), (2), (3) and (4) of this clause shall be discussed between the employee, employer and failing agreement, with a duly accredited union official. If the matter is not resolved at the workplace it shall be referred to the Western Australian Industrial Relations Commission.

(c) The following translation table shall be used to determine an employee classification as at the date of the introduction of this variation.

GRADING UNDER OLD CLASSIFICATION STRUCTURE	GRADING UNDER NEW CLASSIFICATION STRUCTURE(See exceptions below)
Storeman Grade (a)	Storeworker Level 1
Storeman Grade (b)	Storeworker Level 2
Storeman Grade (c)	Storeworker Level 2
Storeman Grade (d)	Storeworker Level 3
Storeman Grade (e)	Storeworker Level 3
Storeman Grade (f)	Storeworker Level 4
Wool Classer (g)	Storeworker Level 5 - Wool Classer
Overlooker - 2-5 employees (h)	Storeworker Level 6 - Overlooker
Overlooker - 6+ employees (h)	Storeworker Level 6 - Overlooker

Exceptions

1. Weighing Adjusting which under the old classification structure was Grade (a) translates to Level 2 under the new structure.

2. Operator in charge of a fully automatic dump press (i.e. TriPak) which under the old classification structure was Grade (b) translates to Level 4 under the new classification structure.

3. Employee in charge of out store which under the old classification structure was Grade (e) translates to Level 4 under the new classification structure.

(d) The rates described herein include the 1st Minimum Rate Adjustment.

(e) It is agreed that the total amount of the supplementary payment described in subclause (3) of this clause shall be absorbed from any component of the weekly wage in excess of the base rate described in subclause (2) of this clause.

(f) It is agreed that no employee shall suffer a reduction in actual weekly total wage rates as a consequence of the introduction of the new classification structure.

(g) It is agreed that the parties shall aim to complete the Minimum Rates Adjustment process no later than 1 November 1993.

(h) It is agreed that each employer shall provide each employee, within three (3) months of the date of operation of this order, advice concerning that employee's new classification as described by subclause (1) of this clause.

(6) An allowance of five percent on so much of his/her average earnings per week exclusive of overtime as does not exceed the amount fixed from time to time for workers covered by the provisions of paragraph (a) of subclause (2) and paragraph (a) of subclause (3) of this clause shall be paid to a weekly worker if he/she is employed in a wool store for any period of less than six successive calendar months unless such employment has been terminated voluntarily or on account of malingering, inefficiency, neglect of duty or misconduct.

Provided that in the event of any such worker being dismissed (except for malingering, inefficiency, neglect of duty or misconduct) within fourteen days prior to Christmas Day, he shall receive not less than one half week's wages by way of such allowance. That is to say, if the five percent allowance on wages earned up to the time of dismissal is not equal to one half week's wages, then the half week's wage shall be paid, but if the five percent allowance on wages earned up to the time of dismissal is in excess of one half week's wages, then the said five percent allowance shall be paid but not the half week's wages.

(7) Ninety cents per hour in addition to the above rates shall be paid to any worker who actually handles "dead" wool.

(8) If a worker is required by his/her employer to act as a first aid attendant in any store, for so acting he shall be paid in addition to his/her ordinary rate of pay the sum of $2.00 per day.

(9) (a) The weekly wage rates for junior employees shall be calculated by multiplying the relevant percentage determined by the employee's age as detailed below and the total rate of pay for the classification of Storeworker Level 1 as provided for in subclause 4 of this clause.

Age	Percentage
At 17 years of age or under	70%
At 18 years of age	80%
At 19 years of age	90%
At 20 years of age	100%

The total wage shall be calculated to the nearest 10 cents, with any amount of five cents or greater rounded up, any amount less than 5 cents being disregarded.

(b) The provisions of subclause (5) of this clause mutatis mutandis (the necessary changes being made) shall apply to Junior Employees.

(10) Casual Employees: Casual employees shall be paid at the rate of twenty percent in addition to the rates prescribed by this award for the appropriate classification.

2024 WAIRC 00712

Zoological Gardens Employees award

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 $918.60 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 $918.60 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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 results, 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 2024 State Wage order. 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 $762.80 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 $762.80 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 from the beginning of the first pay period commencing on or after 1 July 2024.

(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.

10. - WAGES

(1) (a) The minimum total rate of wage payable under this award shall be as follows

	Rate $	Arbitrated Safety Net Adjustments $	Minimum Total Rate $
KEEPER			
Year One	400.00	590.40	990.40
Year Two	410.00	592.60	1002.60
Year Three	420.00	600.80	1020.80
SPECIALIST KEEPER - GRADE I			
Year One	432.70	605.00	1037.70
Year Two	444.40	608.80	1053.20
Year Three	456.30	612.80	1069.10
Year Four	468.20	613.80	1082.00
SPECIALIST KEEPER - GRADE II			
Year One	480.10	617.70	1097.80
Year Two	492.00	621.60	1113.60
Year Three	503.90	625.50	1129.40
Year Four	516.00	629.50	1145.50
SENIOR SPECIALIST KEEPER			
Year One	536.30	636.40	1172.70
Year Two	551.10	641.10	1192.20
Year Three	566.90	646.20	1213.10

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

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

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