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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 2026 dated 17th June 2026. 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 2026. Reasons for Decision and Orders were published in the July WAIG, Vol. 106—Part 2, Subpart 1 at pages 1139 – 1161."

VARIATION SCHEDULES—

2026 WAIRC 00533

Aboriginal Communities and Organisations Western Australian Interim Award 2011

6B MINIMUM ADULT AWARD WAGE

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

6.2 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 $998.30 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 $998.30 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 2026.

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

6.4 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.

6.5 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*.

6.6 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*.

6.7 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.

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

6.8.1 Apply to all work in ordinary hours.

6.8.2 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.

6.9 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 2026 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.

6.10 Adult Apprentices

6.10.1 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 $828.90 per week.

6.10.2 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 $828.90 by 38 and multiply by the number of ordinary hours prescribed for a full-time apprentice under the award.

6.10.3 The minimum adult apprentice wage is payable from the beginning of the first pay period commencing on or after 1 July 2026.

6.10.4 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.

6.10.5 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.

6.10.6 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.

18 SUPPORTED WAGE SYSTEM FOR EMPLOYEES WITH DISABILITIES

18.1 Supported Wage System Definitions

18.1.1 **Accredited assessor** means a person who is accredited by the managing unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system.

18.1.2 **Assessment instrument** means the form provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system.

18.1.3 **Disability support pension** means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991 as amended from time to time, or any successor to that scheme.

18.1.4 **Supported wage system** means the Commonwealth government system to promote employment for people who cannot work at full award wages because of a disability, as documented in Supported Wage System: Guidelines and Assessment Process.

18.2 Eligibility Criteria

18.2.1 This clause applies to employees who:

(1) are unable to perform the range of duties to the level of competence required within the class of work for which the employee is engaged under this award because of the effects of a disability on their productive capacity; and

(2) meet the impairment criteria for receipt of a disability support pension.

18.2.2 This clause does not apply to existing employees who have a claim against their employer which is subject to the provisions of workers' compensation legislation or any provision of this award which relates to the rehabilitation of employees who are injured in the course of their employment with the employer.

18.3 Supported Wage Rates

18.3.1 Employees covered by this clause are entitled to payment at a percentage of the minimum rate of pay prescribed by this award for the class of work which the employee is performing, as follows:

Employee's Assessed Capacity (see sub clause 18.4)	**Percentage of Award rate**
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

18.3.2 An employer must pay each employee a minimum of $113.00 per week.

18.3.3 If an employee's assessed capacity is 10%, the employer must provide him or her with a high degree of assistance and support.

18.4 Assessment of Capacity

18.4.1 In order to determine the percentage of the award rate to be paid to an employee under this clause, the productive capacity of the employee must be assessed in accordance with the supported wage system. This must be done by either:

(1) the employer and the union, in consultation with the employee; or
(2) if it is desired by the employer, the union or the employee, it must be done by the employer and an accredited assessor from a panel which is agreed to by the employer, the union and the employee.

18.4.2 The outcome of the assessment must be documented in an assessment instrument.

18.5 Lodgement of Assessment Instrument

18.5.1 The parties to an assessment instrument must sign the assessment instrument.

18.5.2 An assessment instrument must stipulate the percentage of the award rate which will be payable to the employee.

18.5.3 An employer must lodge assessment instruments with the Registrar of the Commission.

18.5.4 If the union is not a party to the assessment instrument, the employer must send the union a copy of the assessment instrument by certified mail at the same time the employer lodges the assessment instrument with the Registrar of the Commission. If the union objects to the assessment instrument, it must notify the Registrar of that objection within 10 working days.

18.6 Review of Assessment

18.6.1 The parties to an assessment instrument should review the percentage of the award rate payable to the employee annually. If a party to an assessment instrument makes a reasonable request for an earlier review, the parties should comply with that request.

18.6.2 The parties must undertake the review process in accordance with the procedures for assessing capacity under the supported wage system.

18.7 Other Terms and Conditions of Employment

The percentage of the award rate stipulated in an assessment instrument only applies to the award rate. Employees covered by this clause are entitled to the same terms and conditions of employment as all other employees covered by this award, but on a proportionate basis according to the actual hours that they work.

18.8 Workplace Adjustment

18.8.1 An employer who wishes to employ a person under the provisions of this clause must make changes in the workplace to enhance the employee's capacity to do the job. These changes may involve the re-design of job duties, working time arrangements and work organisation.

18.8.2 Employers must consult other employees who work in the area about these changes.

18.9 Trial Period

18.9.1 An employer may employ a person under the provisions of this clause for a trial period. The following conditions apply:

(1) The trial period must be necessary to make an adequate assessment of the employee's capacity.
(2) The trial period must not be more than 12 weeks. An exception is that in some cases additional work adjustment time may be needed. Additional work adjustment time must not be more than four weeks.
(3) During the trial period the employer must assess the employee's capacity in accordance with subclause 18.4 of this award. The parties must also determine the proposed rate of pay for a continuing employment relationship.
(4) An employer must pay an employee a minimum of $113.00 per week during the trial period.
(5) During the trial period an employer should provide induction or training which is appropriate to the job being trialled.

18.9.2 If the employer and the employee wish to establish a continuing employment relationship following completion of the trial period, the parties must make a new contract of employment based on the outcome of the assessment conducted in accordance with subclause 18.4 of this award.

SCHEDULE B – ANNUAL SALARIES

Year of Service	Rate Per Year ($)
Level 1	
First year	52079
Second year	52079
Third year	52079
Fourth year	52079
Fifth year	52079
Level 2 (100% Base Rate)	57919
Level 3	62475
Level 4	67968

Level 5	
First year	72527
Second year	72527
Third year	72527
Fourth year	73333
Level 6	78648
Level 7 - Management Band A	84923
Level 8 - Management Band B	90727
Level 9 - Executive Band A	97472
Level 10 - Executive Band B	
First year	107200
Second year	109934
Third year	117857

2026 WAIRC 00534

Aboriginal Medical Service 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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

The minimum weekly rate of wage payable to employees covered by this award shall include the base rate plus the arbitrated safety net adjustments expressed hereunder:

			Base Rate Per Week $	Arbitrated Safety Net Adjustments Per Week $	Total Per Week $
(1)	(a)	Aboriginal Community Care Worker			
		1st six months of employment	383.70	670.70	1054.40
		2nd six months of employment	388.20	672.10	1060.30
		2nd year of employment	397.00	675.10	1072.10
		3rd year of employment	405.50	678.20	1083.70
	(b)	Aboriginal Health Worker Grade 1			
		1st year of employment	409.80	679.60	1089.40
		2nd year of employment	414.20	681.40	1095.60
		3rd year of employment	423.40	690.80	1114.20
		5th year of employment	437.06	696.94	1134.00
(2)		Aboriginal Health Worker Grade 2			
		1st year of employment	437.06	696.94	1134.00
		2nd year of employment	457.77	706.23	1164.00
		3rd year of employment	477.90	712.00	1189.90
		4th year of employment	512.90	727.50	1240.40
		6th year of employment	537.40	738.20	1275.60
		8th year of employment	561.40	749.10	1310.50
(3)		Aboriginal Health Worker Grade 3			
		1st year of employment	512.90	727.50	1240.40
		2nd year of employment	537.40	738.20	1275.60
		3rd year of employment	561.40	749.10	1310.50
		5th year of employment	570.40	752.90	1323.30
		6th year of employment	603.84	767.66	1371.50
		8th year of employment	650.40	785.20	1435.60
(4)	(a)	Aboriginal Health Workers Grade 4 Level 1			
		1st year of employment	650.40	785.20	1435.60
		2nd year of employment	675.40	793.50	1468.90
		3rd year of employment	706.90	807.50	1514.40
		4th year of employment	766.78	834.02	1600.80
		6th year of employment	805.12	850.58	1655.70
	(b)	Aboriginal Health Worker Grade 4 Level 2			
		1st year of employment	706.90	807.50	1514.40
		2nd year of employment	766.78	834.02	1600.80
		3rd year of employment	805.12	850.58	1655.70
		5th year of employment	865.38	877.42	1742.80

(5) Junior Employees: Junior employees shall receive the following percentage of the 1st year rate:

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

(6) (a) The ordinary rate of wage prescribed in subclause (1) hereof shall be increased by $13.10 per week when a registered enrolled nurse has obtained a post basic certificate approved by the Nurses Board of Western Australia and he/she is required to use the knowledge gained in that certificate as part of his/her employment.

(b) The ordinary rate of wage prescribed in subclause (1) hereof shall be increased by $10.50 per week when a registered enrolled nurse becomes proficient to do work deemed extraordinary by the employer or the Western Australian Industrial Relations Commission.

(c) The on call allowance shall be paid to health workers for each on call period they are rostered to.

(7) Any employee who has passed the examination for registration prescribed by the Nurses Board of Western Australia shall, for the purposes of this clause, be deemed to be an enrolled nurse.

(8) Supervisory Allowance

A health worker Grade 1 or Grade 2 who is appointed to supervise other employees and to be responsible for the operation of a clinic, health unit or outpost shall be paid an hourly allowance based on the ordinary wage prescribed for the classification in which they are employed increased by 4.5%.

(9) Where an enrolled nurse is engaged as a health worker and that enrolled nurse wishes to maintain their enrolled nurse registration, the employer shall provide work in a nursing situation each year to enable them to maintain their registration with their nurses' board.

(10) Specialist Allowance

Where a health worker is performing specialist duties, for example has responsibility for a special project or program, which require independent application of a high level of theoretical or specialist knowledge, that health worker shall be paid an allowance equal to 7% of the Aboriginal Health Worker Grade 4 Level 1, 1st year of employment for the period that worker is exercising those skills.

		Base Rate Per Week $	Arbitrated Safety Net Adjustments Per Week $	Total Per Week $
(11)	Gardener			
	1st year of employment	374.60	667.60	1042.20
	2nd year of employment	379.60	669.30	1048.90
	3rd year of employment and thereafter	383.80	670.70	1054.50
(12)	Domestic			
	1st year of employment	374.60	667.60	1042.20
	2nd year of employment	379.60	669.30	1048.90
	3rd year of employment and thereafter	383.80	670.70	1054.50
(13)	Cook			
	1st year of employment	394.90	674.40	1069.30
	2nd year of employment	399.20	676.10	1075.30
	3rd year of employment and thereafter	403.30	677.60	1080.90
(14)	Driver of Motor Vehicle (under 1.2 tonnes)			
	1st year of employment	394.80	674.40	1069.20
	2nd year of employment	398.60	675.70	1074.30
	3rd year of employment and thereafter	401.70	676.70	1078.40
(15)	Driver of Motor Vehicle (exceeding 1.2 tonnes capacity but not exceeding 3 tonnes capacity)			
	1st year of employment	399.10	675.80	1074.90
	2nd year of employment	402.80	677.20	1080.00
	3rd year of employment and thereafter	406.00	678.30	1084.30
(16)	Bus Driver (under 25 passengers)			
	1st year of employment	401.20	676.60	1077.80
	2nd year of employment	404.90	677.90	1082.80
	3rd year of employment and thereafter	408.10	679.10	1087.20
(17)	Storeperson (Grade 1)			
	1st year of employment	388.90	672.50	1061.40
	2nd year of employment	392.80	673.60	1066.40
	3rd year of employment and thereafter	396.20	674.90	1071.10

(18) Leading hands shall be paid the ordinary wage prescribed for the classification in which they are employed increased by:

		Per Week $
(a)	When in charge of not less than 3 and not more than 10 other employees	18.87
(b)	When in charge of more than 10 and not more than 20 other employees	28.22
(c)	When in charge of more than 20 other employees	37.56

(19) 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.

(20) Where the term "year of employment" has been used in this clause, it shall mean all service whether full time or part time and shall include service of an equivalent nature in any Aboriginal Health Organisation.

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.

(21) When an employee transfers from one grade or level to another, the employee shall be placed at the next highest rate of pay from the wage they were previously receiving and subclause (20) of this clause shall not apply in these circumstances.

2026 WAIRC 00535

Aerated Water and Cordial Manufacturing Industry Award 1975

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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) For employees employed pursuant to this Award by Coca-Cola Bottlers (Perth) Ltd, Cadbury Schweppes Pty Ltd and Pepsi-Seven Up Bottlers Australia Pty Ltd only the minimum weekly rate of pay shall include the base rate plus the supplementary payment per week, operative from the beginning of the first pay period commencing on or after 1 July 2026.

		Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Rates $
(a)	Production Employee - Grade 1 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 and who may be required to regularly carry out any general duties together with the specific duties listed hereunder: Specific Duties - Grade 1 - Employees engaged in bottling or canning line operations who are not in charge of operating machines - Operators of bottle washing machines - Inspecting or sighting empty or full bottles - Stacking cases on pallets - Fruit Juice extracting - General Hand.	385.40	671.30	1056.70
(b)	Production Employee - Grade 2 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 and who in addition to the duties of a Production Employee - Grade 1 may be required to regularly carry out the specific duties listed hereunder Specific Duties - Grade 2 • Syrup and/or cordial makers mixing recipes or formulae who are not solely responsible for ensuring adherence to quality standards of batches. • Operators of Filling machines • Operators of labelling, palletising or depalletising, case packing or unpacking, carton or multi packing machines. • Employees engaged on routine line testing • Forklift Driver • Truck Driver Provided that drivers who are required to collect money during any week or portion of a week as part of their duties and account for it shall be paid $4.55 for such a week in addition to the rate of wage prescribed above.	410.00	679.60	1089.60
(c)	Production Employee - Grade 3 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 and who in addition to the duties of a Production Employee - Grade 2 may be required to regularly carry out the specific duties listed hereunder. Specific Duties - Grade 3 - Syrup and/or cordial makers mixing recipes or formulae who are solely responsible for ensuring adherence to quality standards of	430.50	694.00	1124.50

batches - Operators of bottle washing, filling, labelling, palletising or depalletising, case packing or unpacking, carton or multi packing machines or forklifts who are competent and required to operate at least three such different machines one of which may be a forklift truck. - Driver Forklift carrying truck

(d) Provided that, where an employee will, as a result of the implementation of the new grading structure receive an increase in excess of that allowed by the Structural Efficiency Principle, the additional amounts will be phased in as follows - the increases will be phased in over four equal instalments which will become payable at not less than six monthly intervals - the first instalment will not be available earlier than 23 February, 1990

(2) For all other employees employed pursuant to this Award and not specified in subclause (1) of this clause, the minimum rate shall include the base rate plus the arbitrated safety-net adjustment per week, operative from the beginning of the first pay period commencing on or after 1 July 2026.

		Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Rates $
(a)	Cordial and/or syrup maker mixing recipe or formulae who is responsible for ensuring that the correct qualities and quantities of ingredients are included in batches	392.50	673.40	1065.90
(b)	Filler operator:			
	(i) for lines with a rate capacity of under 150 units per minute	378.50	668.70	1047.20
	(ii) for all other lines	387.30	671.70	1059.00
(c)	Driver of motor vehicle	387.70	672.10	1059.80
	Provided that drivers who are required to collect money during any week or portion of a week as part of their duties and account for it shall be paid $4.25 for such week in addition to the rate of wage prescribed above			
(d)	Driver of Fork Lift -			
	(i) Less than three months experience	377.00	668.30	1045.30
	(ii) Thereafter	387.60	672.10	1059.70
(e)	Employees operating labelling, palletising or de-palletising, case packing or unpacking or carton packing machines	380.60	669.50	1050.10
(f)	Employees engaged on routine line testing	370.40	666.10	1036.50
(g)	Employees engaged on bottling or canning line operations including operating bottle washer, removing empty bottles from cases or placing empty bottles on conveyors, sighting, inspecting, filling cases with full bottles and stacking on pallets, fruit juice extracting, cordial and/or syrup room.	362.70	663.30	1026.00
(h)	All others	357.70	661.60	1019.30

(3) Junior Employees:

(a) Except as provided for in paragraph (b) of this subclause junior employees shall receive the prescribed percentage of the adult rate for the class of work on which they are engaged.

	%
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	Adult Rates

(b) Where a person is employed pursuant to this Award by Coca Cola Bottlers (Perth) Ltd or Cadbury Schweppes Pty Ltd and he/she is 20 years of age or less then the rate of wage payable shall be as specified in subclause (1) of this clause according to the appropriate classifications.

(4) Leading Hands:

In addition to the appropriate rate prescribed in this clause a leading hand shall be paid –

		$ Per Week
(a)	If placed in charge of not less than 3 and not more than 10 other employees	22.05
(b)	If placed in charge of more than 10 and not more than 20 other employees	33.90
(c)	If placed in charge of more than 20 other employees	45.05

(5) Supplementary payments set out in subclauses (1) and (2) of this clause represent payment in lieu of equivalent overaward payments.

"Overaward Payment" is defined as the amount (whether it be termed "overaward 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 decision of the Western Australian Industrial Relations Commission dated 24 December 1993 (Application No. 1457/1993) 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.

The supplementary payment at each classification level includes an $8.00 adjustment reflecting the application of the arbitrated safety net adjustment principle enunciated in the State Wage decision of 24 December 1993 (Application No. 1457/1993). Consistent with the requirements of the Principles the $8.00 safety net adjustment is absorbable to the extent of any equivalent amount in rates of pay - whether overaward, award or industrial agreement - in excess of the minimum rates (classification rate and supplementary payment) prescribed in accordance with the September 1989 State Wage Case decision.

(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.

2026 WAIRC 00536

Aged and Disabled Persons Hostels 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

18. - WAGES

(1) (a) 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 $
(i)	Qualified Cook	460.90	707.40	1168.30
(ii)	Cook Working Alone	401.00	676.60	1077.60
(iii)	Other Cook	395.90	674.60	1070.50
(iv)	Supervisor	426.40	692.10	1118.50
(v)	Assistant Supervisor	403.60	677.70	1081.30
(vi)	Domestic	378.30	668.70	1047.00
(vii)	Driver	402.90	677.20	1080.10

(2) The classification "domestic" shall include the following: cleaner, domestic, gardener, handyperson, kitchen employee, laundry employee, pantry employee, machinist, storeperson and like classification.

(3) The ordinary wages of any employee other than a supervisor or assistant supervisor placed in charge of three or more employees shall be increased by $21.20 per week.

(4) The hourly rate shall be calculated by dividing the weekly rate by 38.

(5) The minimum weekly rates of wage for work in ordinary time to be paid to junior employees shall be as follows -

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

(6) Apprentices Wages:

The weekly wage rate shall be a percentage of the tradesperson's rate as under:

		Percentage of Tradesperson's Weekly Rate %
(a)	Four year Term	
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
(b)	Three and One Half Year Term	
	First six months	42
	Next year	55
	Next following year	75
	Final year	88
(c)	Three-year Term	
	First year	55
	Second year	75
	Third year	88

(d) For the purposes of this part "Tradesperson's Rate" means the rate of wage payable to a "Qualified Cook", as prescribed in this clause.

(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.

2026 WAIRC 00537

Air Conditioning and Refrigeration Industry (Construction and Servicing) Award No. 10 of 1979

29. - WAGES

(1) (a) Subject to Clause 16. - Special Rates and Provisions of this award, the ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.

(b) The ordinary weekly wage of an employee (other than an apprentice) shall consist of the base rate and the special payment as set out in subclause (2) of this clause.

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

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

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

(2) (a)

Classification	BaseRate$	SpecialPayment$	ArbitratedSafety NetAdjustments$	Total Rate Per Week$
Instrument Fitter	380.10	80.00	707.30	1167.40
Welder - Special Class	371.40	80.00	703.30	1154.70
Welder	362.80	80.00	699.40	1142.20
Tradesperson	362.80	80.00	699.40	1142.20
Refrigeration Fitter	362.80	80.00	699.40	1142.20
Boilermaker -Structural Steel Tradesperson	362.80	80.00	699.40	1142.20
Sheetmetal Employee - First Class	362.80	80.00	699.40	1142.20
Second Class - 1st six months in industry	310.20	64.30	667.60	1042.10
Thereafter	327.20	66.80	674.30	1068.30
Certificated Rigger or Scaffolder	345.70	68.90	681.40	1096.00
Rigger or Scaffolder - Other	334.70	67.60	677.00	1079.30
Tool and Material Storeperson	322.90	65.80	672.20	1060.90
Tradesperson's Assistant	310.20	64.30	667.60	1042.10
Tradesperson's Assistant who from time to time uses a grinding machine	311.70	65.80	668.40	1045.90
Lagger -				
1st six months' experience	310.20	63.40	667.00	1040.60
2nd & 3rd six months' experience	311.70	65.40	668.40	1045.50
4th & 5th six months' experience	315.90	65.60	669.70	1051.20
Thereafter	317.40	66.60	670.70	1054.70

(b) A Certified Rigger, other than a Leading Hand, who in compliance with the provisions of the regulations made pursuant to the Construction Safety Act 1972, is responsible for the supervision of other employees shall be deemed to be a Leading Hand and be paid the additional rate prescribed for a leading hand placed in charge of not less than three and not more than 10 other employees.

(3) Apprentices:

(a) Wages per week expressed as a percentage of the "Tradesperson's " rate:

Five Year Term -	%
First Year	40

Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88
Four Year Term -	%
First Year	42
Second Year	55
Third Year	75
Fourth Year	88
Three and a Half Year Term -	%
First six months	42
Next Year	55
Following Year	75
Final Year	88
Three Year Term -	%
First Year	55
Second Year	75
Third Year	88

(b) For the purpose of paragraph (a) of this subclause, "Tradesperson's rate" means the base rate and the special payment prescribed in subclause (2) of this clause for the classification "Tradesperson".

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

(i) $46.90 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project.

(ii) $42.20 per week if engaged on a multi-storey 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 multi-storey building is a building which, when completed, will consist of at least five storeys.

(iii) $24.80 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5. - 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.

(5) Leading Hands:

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

		$
(a)	If placed in charge of not less than three and not more than 10 other employees	26.70
(b)	If placed in charge of more than 10 and not more than 20 other employees	40.50
(c)	If placed in charge of more than 20 other employees	52.40

(6) Casual Employees:

A casual employee shall be paid 20 per cent of the ordinary rate in addition to the ordinary wage for the calling in which the employee is employed.

(7) The classification "Sheetmetal Worker - Second Class - First Six Months' Experience in Industry" shall only be applied to an employee who commences employment in the industry after July 25, 1979.

(8) (a) Where an employer does not provide a tradesperson, second-class sheetmetal employee or an apprentice with the tools ordinarily required by that tradesperson second-class sheetmetal employee or an apprentice in the performance of work as a tradesperson, second-class sheetmetal employee or as an apprentice, the employer shall pay a tool allowance of -

(i) $14.70 per week to such tradesperson or second-class sheetmetal employee; or

(ii) in the case of an apprentice a percentage of $14.70 being the percentage which appears against the year of apprenticeship in subclause (3) hereof, for the purpose of such tradesperson, second-class sheetmetal employee or Apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson, second-class sheetmetal employee 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 subclause.

(c) An employer shall provide for the use of tradesperson, second-class sheetmetal employee and apprentice all necessary power tools, special purpose tools and precision measuring instruments.

(d) A tradesperson, second-class sheetmetal employee or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the employee's negligence.

29A. - 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00538

Ambulance Service Employees' Award, 1969

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

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

			$	ASNA	TOTAL
(1)	(a)	Ambulance Officer Grade I (Transport)			
		1st year	426.90	692.60	1119.50
		2nd year	432.00	694.80	1126.80
		3rd year and thereafter	436.50	696.70	1133.20
	(b)	Ambulance Officer Grade I			
		1st year	426.90	692.60	1119.50
		2nd year	432.00	694.80	1126.80
		3rd year and thereafter	436.50	696.70	1133.20
	(c)	Ambulance Officer Grade II			

	1st year	464.10	706.10	1170.20
	2nd year	469.10	708.30	1177.40
	3rd year and thereafter	473.70	710.10	1183.80
(d)	Ambulance Officer Grade III	491.20	717.90	1209.10
(e)	Ambulance Officer Grade III with Certificate Allowance	535.60	737.40	1273.00
(f)	Where appointed as such the following shall apply:			
	Station Officers			
	Grade I	547.40	742.90	1290.30
	Grade II	559.10	748.00	1307.10

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

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

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

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

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

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

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

(4) An Ambulance Officer who has been fully employed for one year or more shall be credited with his/her years of service on promotion to a higher grade.

(5) To become entitled to the rates prescribed in subclauses (1), (2) and (3) of this clause the Officers shall at all times wear a uniform approved by the Association and shall hold an appropriate motor vehicle driver's licence.

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

(6) (a) To be entitled to the certificate allowances as prescribed in paragraph (d) of subclauses (1), (2) and (3) of this clause an Officer will be required:

(i) to have passed the Grade III requirements of the West Australian Ambulance Training Centre, hold the rank of Grade III and to have completed five years' service; or

(ii) to hold the rank of Grade III and to have passed the TAFE authorised Certificate in Emergency Care.

(b) The Certificate in Emergency Care will not be used as a pre-requisite for promotion to the rank of Station Officer for those officers employed prior to January 1984.

(7) Ambulance officers who have been trained to give medication by intra-muscular injections or test blood sugar levels or perform intravenous cannulation shall be paid a flat allowance of $15.00 per week provided that it shall be paid on Annual Leave, Long Service Leave and Sick Leave.

2026 WAIRC 00539

Animal Welfare Industry Award

18. – RATES OF PAY

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

Classification	**$ per week**
Introductory (not exceeding 3 months)	998.30
Level 1 (87.4%)	1028.30
Level 2 (92.4%)	1044.60
Level 3 (Cert III) (100%)	1105.20
Level 4 (Cert IV) (110%)	1186.20
Level 5 (Diploma.) (119.4%)	1262.30

(2) Classification Structure

For the purposes of determining the appropriate classification level for each employee, the classification definitions in sub clause 6. hereof shall be applied to each employee falling within scope of this Award.

(3) Implementation of Classification Structure

Employees shall be classified at one of the levels specified in this Clause. The classification definitions in this clause describe the relative skills, qualifications, responsibilities and conditions under which employees at each level will work.

(4) Promotion to Higher Levels

All employees shall be given the opportunity to participate in ongoing skills training to enable promotion to the next level. Where possible, this training shall be in accordance with the Animal Care and Management Training Package.

(5) Transitional Arrangements

No employee shall suffer a reduction in their rate of pay or conditions of employment as a result of the introduction of these provisions.

(6) Classification Definitions

(a) Introductory level

An employee who has had no experience in this industry shall initially be engaged at the introductory level for a period not exceeding 3 months. During this period the employer will provide on the job training to assist the employee to gain the appropriate skills.

(b) Level 1

Employees at this level will perform routine tasks involving adherence to determined procedures and with only minimal scope for deviation from these procedures.

An employee at this Level will:

(i) work under direct supervision with regular close checking of their work;

(ii) develop and then apply their knowledge and skills to a limited range of tasks and roles;

(iii) work within a specified range of contexts where the choice of action is clear and restricted;

(iv) normally develop and then use their competencies within established routines, where methods and procedures are predictable.

Typical activities at this level may include:

(i) assists other employees in their duties;

(ii) appropriate induction to the industry and the routines of the practice;

(iii) basic animal care;

(iv) grooming, feeding, cleaning and restraint as instructed.

(c) Level 2

Work at this level will involve the use of limited discretion and initiative. Knowledge relating to the care of animals will be involved.

An employee at this level will, in addition to level 1 duties:

(i) work under direct supervision with routine checking of their work;

(ii) develop and then apply their knowledge and skills to a limited range of tasks and roles;

(iii) work within a specified range of contexts where the choice of action is clear and restricted;

(iv) normally use their competencies within established routines, where methods and procedures are predictable;

(v) exercise discretion and judgment against established criteria.

Typical activities at this level may include:

(i) basic animal care, animal handling;

(ii) consult duty veterinarian;

(iii) tasks relating to the clinic and surgery including maintaining patient records and compiling patient and client histories;

(iv) ability to undertake basic animal health procedures.

(d) Level 3

General

A Level 3 employee will possess the competencies of Certificate III in Companion in Animal Services or other equivalent qualification or possess knowledge and experience which enables them to operate at trade equivalent level.

An employee at this Level will, in addition to lower level duties:

(i) generally be working with limited supervision ;

(ii) normally use their competencies within established routines, where methods and procedures are predictable;

(iii) exercise discretion and judgment against established criteria.

Typical activities at this level may include:

(i) assist with animal care under limited supervision;

(ii) limited Staff Supervision of introductory and Level 1;

(iii) undertake daily clinic routines and routine monitoring of patient care;

(iv) ability to follow clinic procedures for hazard identification and risk control;

(v) ability to provide grief support to clients/animal owners;

(vi) work in the companion animal industry;

(vii) provide basic first aid for animals.

(e) Level 4

A Level 4 employee will possess the competencies, of AQF Level 4 or other equivalent qualification such as the ACVN. The attainment of these competencies by an individual employee will be determined through a formal assessment process carried out through a Registered Training Organisation.

An employee at this Level will, in addition to lower level duties:

(i) use their competencies within established routines, where methods and procedures are predictable;

(ii) exercise discretion and judgment against established criteria;

(iii) provide veterinary nursing care;

(iv) be registered under the Veterinary Surgeons Act 1960.

Not withstanding the above an employee at this level may also be employed to undertake the duties of an Inspector.

Typical activities and competencies at this level for a veterinary nurse may include:

(i) ability to undertake limited Staff Supervision ;

(ii) ability to undertake daily clinic routines and patient care;

(iii) ability to identifying deviation from normal animal behaviour which may suggest illness, and taking appropriate action;

(iv) ability to undertake the maintenance of records relating to the physical aspects of the animals;

(v) can perform clinic pathology procedures;

(vi) can conduct medical and surgical support;

(vii) can identify vital signs of patients and relate these findings to the supervising veterinary surgeon.

(f) Level 5

A Level 5 employee will possess a Diploma in Veterinary Nursing or recognized equivalent qualification. The attainment of the competencies by an individual employee necessary for the granting of such qualifications, will be determined through a formal assessment process carried out through a Registered Training Organisation.

An employee at this Level will, in addition to lower level duties:

(i) exercise skills, discretion and responsibilities beyond that required at Level 4;

(ii) be registered under the Veterinary Surgeons Act 1960.

(7) Junior employees shall receive the prescribed percentage of the minimum rate for the appropriate classification prescribed in this clause per week:

Under 17 years of age	50%
17 to 18 years of age	60%
18 to 19 years of age	70%
19 to 20 years of age	80%
20 to 21 years of age	90%

(8) An employee placed in charge of three or more other employees shall be paid an amount of $22.80 per week in addition to their ordinary rate of pay.

(9) Where an employee is required to carry out the ordinary hours of duty per day in more than one shift an allowance of $2.07 per day shall be paid.

19. - 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00540

ARTS AND CULTURE TRUST - THEATRICAL 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

The minimum weekly award rate of pay to be paid to an employee shall be as follows -

			TOTAL MINIMUM AWARD RATE $
(1)		Stage Management Section	
	(a)	Technical Stage Manager	1234.20
	(b)	Stage Manager	1196.60
	(c)	Assistant Stage Manager	1073.50
(2)		Mechanical Department	
	(a)	Workshop	
	(i)	Head carpenter	1179.20
	(ii)	Carpenter	1095.70
	(iii)	Carpenter's assistant	1050.90
	(b)	Stage	
	(i)	Head mechanist/head road manager	1179.20
	(ii)	Mechanist/head fly operator/road manager	1095.70
	(iii)	Stage hand/fly operator	1050.90
		Loading for stage hands in charge of side/revolve truck: 8 per cent.	
(3)		Lighting Departments	
	(a)	Head Lighting technician/	1179.20
	(b)	Lighting technician	1095.70
	(c)	Lighting Hand	1050.90
		Loading for Lighting Hand who is required to operate spots/auxiliary switchboard/visual effects: 8 per cent.	
(4)		Audio/Audiovisual Department	
	(a)	Head audio technician/Head Audiovisual technician	1179.20
	(b)	Audio/Audiovisual technician	1095.70
	(c)	Audio/audiovisual hand	1050.90
		N.B. Where there is no separate audio department the audio technician/hand shall be classified under (3) Lighting Department.	
(5)		Wardrobe Section	
	(a)	Workshop	
	(i)	Head of wardrobe	1179.20
	(ii)	Cutter/tailor/ wigmaker/milliner	1095.70
	(iii)	Maintenance hand/buyer/costume jeweller	1050.90
	(b)	Stage	
	(i)	Head of department	1179.20
	(ii)	Wardrobe hand/dresser/valet	1095.70
(6)		Prop Department	
	(a)	Workshop	
	(i)	Prop master	1179.20
	(ii)	Prop maker	1095.70
	(iii)	Prop hand	1050.90
	(b)	Stage	
	(i)	Prop master	1179.20
	(ii)	Prop hand	1050.90
(7)		Art Department	
	(a)	Scenic Artist	1179.20
	(b)	Assistant scenic artist	1095.70
	(c)	Artist's labourer	1050.90
(8)		Services	
	(a)	Receptionist/telephonist (enquiry clerk)	1050.90

	(b)	Firefighter	1050.90
	(c)	Utility person	1050.90
	(d)	Stage Door Keeper	1050.90
(9)		Cleaners	
	(a)	Head cleaner	1050.90
	(b)	Cleaner	1050.90
		Engaged by the hour (with a minimum payment as of three and a half hours).	$
		8.00 a.m. to 6.00 p.m.	31.53
		6.00 p.m. to midnight	47.30
		midnight to 8.00 a.m.	63.06
(10)		Skilled labour not classified elsewhere	1179.20
(11)		Unskilled labour not classified elsewhere	1050.90
(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:

			TOTAL MINIMUM AWARD RATE
			$
		Main Lighting/Audio/Audiovisual technician	1.70
		Head fly operator	1.52
		Person in charge of side	0.70
(13)		Front of House (38 hour week)	$
	(a)	Senior Booking Office Supervisor	1234.60
	(b)	Head Booking Clerk (i.e. one who supervises the staff)	1188.70
	(c)	Booking Clerk (including party bookings)	1145.20
	(d)	Ticket Seller	1065.70
	(e)	Programme/concession sellers/ushers/ticket takers/cloakroom attendant	1024.90

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 (11) 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.

(16) The appropriate per hour rate for casual employees is calculated by dividing the total per week rate (as specified in this Clause 20. - Rates of Pay) for the relevant classification by the total number of ordinary hours required to be worked by a weekly employee in that classification and adding a 20 per cent loading on such hourly rates so calculated.

(17) A casual employee working between midnight and 8.00 a.m. on any week day (Monday - Friday) in connection with a performance shall be paid at double the rate prescribed in subclause 20(16) for those hours between midnight and 8.00 a.m.

(18) 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 6.00 p.m.	31.53
6.00 p.m. to midnight	47.30
midnight to 8.00 a.m.	63.06

(19) Casual back stage employees engaged for a performance when required for bumping out work between the conclusion of the performance on Saturday night and 8.00 a.m. Sunday shall be paid $31.82 per hour with a minimum payment of three and a half hours.

(a) If engaged for a performance, additional work associated with that performance shall be paid in accordance with subclause 20(16). Such engagement shall be continuous.

(b) Casual employees engaged for work not associated with a performance who work in excess of three and a half

hours and then work a performance shall continue to be paid as prescribed in subclause 20(18) of Clause 20. - Rates of Pay for all work on that day.

2026 WAIRC 00541

Artworkers 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

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

(2) (a) The rate of wages payable to the employees covered by the award shall be as follows:

	Rate Per Week$	Supplementary Payment$	Total Rate$
Artworker	543.71	741.19	1284.90

(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.

(3) Artworker Allowances:

(a) Equipment Allowance 32.20

Provided that the equipment allowance shall not be paid where the employer supplies an employee with all necessary equipment

(b) Studio Allowance 52.10

Provided that such allowance shall only be payable where an artworker is directed by the employer to carry out his/her work primarily in his/her own studio.

(c) Construction Allowance $18.34

An employee shall not be entitled to this construction allowance except when required to work "on site" or any work in connection with the erection of a building or to carry out work which the employer and the union agree is construction work or in default of agreement, that is so declared by a Board of Reference.

2026 WAIRC 00542

AUSTRALIAN WORKERS UNION ROAD MAINTENANCE, MARKING AND TRAFFIC MANAGEMENT AWARD 2002 - THE

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 $998.30 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 $998.30 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 2026.

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 2026 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 $828.90 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 $828.90 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 2026.

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 - WAGES

4.2.1 Actual Weekly Rate

The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in 4.2.2 and Clause 5.14 – Location Allowances by 52 over 50.4 (52/50.4) rounded to the nearest ten cents, and by adding to that subtotal the Special Allowance prescribed in 4.2.3. Other allowances to be included in the wage rate are under Part 5 – Allowances and Facilities of this Award.

4.2.2 The following shall be the minimum rate of wages payable to employees under this award from the beginning of the first pay period commencing on or after 1 July 2026.

Classification	Weekly Rate $	Hourly Rate $
Trainee Traffic Controller – First 3 months probation	1065.10	28.03
Traffic Controller	1129.80	29.73
Traffic Controller Team Leader	1161.90	30.58
Construction Employee Grade 2	1069.90	28.16
Construction Employee Grade 3	1085.80	28.57
Construction Employee Grade 4	1110.20	29.22
Construction Employee Grade 5	1127.80	29.68
Construction Employee Grade 6	1135.70	29.89
Plant Operator Grade 1	1079.20	28.40
Plant Operator Grade 2	1120.20	29.48

4.2.3 Special Allowance

In addition to the base rate specified in 4.2.2 employees shall be paid for all purposes of the award a special allowance of $7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.

4.2.4 Casual Employees

Casual employees shall be paid at the actual weekly rate plus 25% loading.

4.4 - SUPPORTED WAGE

4.4.1 This clause defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this Award. In the context of this clause, the following definitions will apply:

4.4.1.1 "Supported Wage System" means the Commonwealth Government system to promote employment for people who cannot work at full Award wages because of a disability as documented in "[Supported Wages System: Guidelines and Assessment Process]".

4.4.1.2 "Accredited Assessor" means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

4.4.1.3 "Disability Support Pension" means the Commonwealth pension scheme to provide income security for persons

with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

4.4.1.4 "Assessment instrument" means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

4.4.2 Eligibility Criteria

Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this Award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension. (The clause does not apply to any existing employee who has a claim against the employer that is subject to the provisions of workers' compensation legislation or any provision of this Award relating to the rehabilitation of employees who are injured in the course of their current employment).

The clause also does not apply to employers in respect of their facility, programme, undertaking, services or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s10 or s12A of the Act, or if a part has received recognition, that part.

4.4.3 Supported Wage Rates

Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this Award for the class of work which the person is performing according to the following schedule:

Assessed Capacity (subclause 4.4.4)	% of Prescribed Award Rate
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than $113.00 per week).

* Where a person's assessed capacity is 10%, they shall receive a high degree of assistance and support.

4.4.4 Assessment of Capacity

For the purpose of establishing the percentage of the Award rate to be paid to an employee under this Award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

4.4.4.1 The employer and the union in consultation with the employee or, if desired by any of these; or

4.4.4.2 The employer and an accredited Assessor from a panel agreed by the parties to the Award and the employee.

4.4.5 Lodgement of Assessment Instrument

4.4.5.1 All assessment instruments under the conditions of this clause, including the appropriate percentage of the Award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Commission.

4.4.5.2 All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the Award, is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within 10 working days.

4.4.6 Review of Assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

4.4.7 Other Terms and Conditions of Employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other employees covered by this Award paid on a pro-rata basis.

4.4.8 Workplace Adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other employees in the area.

4.4.9 Trial Period

4.4.9.1 In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding 12 weeks, except that in some cases

additional work adjustment time (not exceeding 4 weeks) may be needed.

4.4.9.2 During the trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

4.4.9.3 The minimum amount payable to the employee during the trial period shall be no less than such amount as is stipulated by statutory regulation from time to time.

4.4.9.4 Work trials should include induction or training as appropriate to the job being trialed.

4.4.9.5 Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under 4.4.4 of this clause.

2026 WAIRC 00543

Auxiliary Staff Residential Colleges (Government) Award 2021

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

22. - SUPPORTED WAGE SYSTEM

(1) The clause defines the conditions which will apply to employees who, because of the effects of a disability, are eligible for a supported wage under the terms of this award. In the context of this clause the following definitions will apply:

(a) "Supported Wage System" means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in "[Supported Wage System: Guidelines and Assessment Process]".

(b) "Accredited Assessor" means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

(c) "Disability Support Pension" means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

(d) "Assessment Instrument" means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(2) Eligibility Criteria

(a) Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.

(b) This clause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their employment.

(c) The award does not apply to employers in respect of their facility, program, undertaking, service or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of, or are eligible for, a Disability Support Pension, except with respect to an organisation which has received recognition under Section 10 or under Section 12A of the Disability Services Act, or if a part only has received recognition, that part.

(3) Supported Wage Rates

(a) Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed Capacity (Sub-clause 4)	**% of Prescribed Award Rate**
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(b) Provided that the minimum amount payable shall not be less than $113.00 per week.

(c) Where a person's assessed capacity is 10 per cent, they shall receive a high degree of assistance and support.

(4) Assessment of Capacity

For the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(a) the employer and the union party to the award, in consultation with the employee or, if desired, by any of these;

(b) the employer and an accredited assessor from a panel agreed by the parties to the award and the employee.

(5) Lodgement of Assessment Instrument

(a) All assessment instruments under the conditions of this clause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Western Australian Industrial Relations Commission.

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within ten working days.

(6) Review of Assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(7) Other Terms and Conditions of Employment

Where an assessment has been made the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other employees covered by this award paid on a pro-rata basis.

(8) Workplace Adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve redesign of job duties, working time arrangements and work organisation in consultation with other employees in the area.

(9) Trial Period

(a) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

(b) During the trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

(c) The minimum amount payable to the employee during the trial period shall be no less than $113.00 per week.

(d) Work trials should include induction or training as appropriate to the job being trialled.

(e) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the assessment under subclause (4) of this clause.

24. - WAGES

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

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Total Rate
Cook			
1st year of employment	397.70	675.50	1073.20
2nd year of employment	402.00	676.70	1078.70
3rd year of employment and thereafter	406.10	678.30	1084.40
Groundsperson and/or Gardener			
1st year of employment	383.60	670.50	1054.10
2nd year of employment	385.10	671.00	1056.10
3rd year of employment and thereafter	392.30	673.40	1065.70
Domestic Employee			
1st year of employment	369.70	665.50	1035.20
2nd year of employment	374.30	667.20	1041.50
3rd year of employment and thereafter	378.40	668.70	1047.10

The classification Domestic Employee includes the following designations:

Kitchenhands, Cleaner, Yard Assistant, Dining Room Attendant, and Laundry Attendant.

(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) General Conditions:

(a) Senior employees appointed as such by the employer shall be paid $26.10 per week in addition to the rates prescribed herein.

(b) A leading hand placed in charge of not less than three other employees shall be paid $26.10 per week extra.

2026 WAIRC 00544

AWU National Training Wage (Agriculture) Award 1994

10. - WAGES

(1) (a) The weekly wages payable to Trainees shall be as provided in paragraphs (d), (e) and (f) of this sub-clause.

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

(c) The wage rates prescribed by this clause do not apply to complete trade level training which is covered by the Apprenticeship system.

(d) **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**
	$	**$**	**$**
	290.00 (50%)* 338.00 (33%)	360.00 (33%) 402.00 (25%)	493.00
plus 1 year out of school	402.00	493.00	571.00
plus 2 year out of school	493.00	571.00	670.00
plus 3 year out of school	571.00	670.00	765.00
plus 4 year out of school	670.00	765.00	
plus 5 years/more	765.00		

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.

(e) **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**
	$	**$**	**$**
	290.00 (50%)* 338.00 (33%)	360.00 (33%) 402.00 (25%)	484.00
plus 1 year out of school	402.00	484.00	552.00
plus 2 year out of school	484.00	552.00	649.00
plus 3 year out of school	552.00	649.00	742.00
plus 4 year out of school	649.00	742.00	
plus 5 years/more	742.00		

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.

(f) **Industry/Skill Level C:** Where accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/level C.

HIGHEST YEAR OF SCHOOLING

School Leaver	Year 10	Year 11	Year 12
	$	$	$
	290.00 (50%)* 338.00 (33%)	360.00 (33%) 402.00 (25%)	482.00
plus 1 year out of school	402.00	482.00	542.00
plus 2 year out of school	482.00	542.00	609.00
plus 3 year out of school	542.00	609.00	683.00
plus 4 year out of school	609.00	683.00	
plus 5 years/more	683.00		

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

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) Schedule C - Industry/Skill Levels of this Award sets out the industry/skill level of an approved Traineeship. The industry skill levels contained in Schedule C - Industry/Skill Levels of this Award are prima facie the appropriate levels but are not determinative of the actual skill levels (i.e. Skill Level A, B, or C) 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:

(a) Any agreement of the parties.

(b) The nature of the industry.

(c) The total training plan.

(d) Recognition that training can be undertaken in stages.

(e) 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.

(3) For the purposes of this provision, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:

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

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

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

2026 WAIRC 00545

Bag, Sack and Textile Award

15. - SUPPORTED WAGE SYSTEM

(1) This clause defines the conditions which will apply to employees who, because of the effects of a disability, are eligible for a supported wage under the terms of this award. In the context of this clause the following definitions will apply:

(a) "Supported Wage System" means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in "[Supported Wage System: Guidelines and Assessment Process]".

(b) "Accredited Assessor" means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

(c) "Disability Support Pension" means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

(d) "Assessment instrument" means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the supported wage system.

(2) Eligibility criteria

(a) Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.

(b) This clause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their employment.

(c) (i) This award does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of, or are eligible for, a Disability Support Pension, and such employees.

(ii) Provided that this exclusion shall not prevent Services funded under Section 10 or 12A of the Act referred to in subparagraph (i) hereof, engaging persons who meet the eligibility criteria under the Supported Wage System, on work covered by this Award, where both parties wish to access the System and all other criteria are met.

(3) Supported wage rates

(a) Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed capacity (subclause 4)	% of prescribed award rate
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(b) Provided that the minimum amount payable shall be not less than $113 per week.

(c) Where a person's assessed capacity is 10%, they shall receive a high degree of assistance and support.

(4) Assessment of capacity

For the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(a) The employer and union party to the award, in consultation with the employee or,

(b) The employer and an accredited assessor agreed to by the employer and the union party to the Award in consultation with the employee.

(5) Lodgment of assessment instrument

(a) All assessment instruments under the conditions of this clause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Western Australian Industrial Relations Commission.

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where the union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within ten working days.

(6) Review of assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(7) Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other employees covered by this award, but be paid at the rate of wage as determined in accordance with this clause.

(8) Workplace adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re design of job duties, working time arrangements and work organisation in consultation with other employees in the area.

(9) Trial period

(a) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding twelve weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

(b) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

(c) The minimum amount payable to the employee during the trial period shall be no less than $113.00 per week.

(d) Work trials should include induction or training as appropriate to the job being trialed.

(e) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the assessment under subclause (4) of this clause.

(10) The conditions of employment, as agreed, to apply during a trial period or in a continuing employment relationship shall be documented, a copy of which shall be provided by the employer to the person employed in accordance with this clause.

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 $
Tradespersons					
	Canvas and Vinyl Fabricator		397.60	675.50	1073.10
Other Classifications					
(a)	Bag and sack repairing machinist		339.70	658.60	998.30
(b)	Labourers in bag and sack repairing sections		331.50	666.80	998.30
(c)	Bag-making machinist		336.50	661.80	998.30
(d)	Sailmaker (as defined)		369.80	665.70	1035.50
(e)	Manufacturer and/or repair of sails and ship's gear (including nets, fenders and rigging) and other articles that require the hand sewing of incomplete ropes by use of palm and needle:	First six months of employment on such work -	346.80	658.00	1004.80
		Between six and twelve months of employment on such work	349.40	658.80	1008.20
		After twelve months of employment on such work	354.10	660.30	1014.40
(f)	Manufacture and/or repair of canvas goods of all description covered by this award including plastic substitutes for canvas:	First six months of employment on such work	339.90	658.40	998.30
		Between six and twelve months of employment on such work	342.60	656.50	999.10
		After twelve months of employment on such work	347.50	658.10	1005.60
(g)	Sewing machinist, cutter or repairer of canvas:	First six months of employment on such work -	339.90	658.40	998.30
		Between six and twelve months of employment on such work	342.60	656.50	999.10
		After twelve months of employment on such work	347.50	658.10	1005.60
(h)	Sewing Machinist (bag)	First six months of	339.90	658.40	998.30

	employment on such work - Thereafter	342.60	656.50	999.10
(i) All Others		342.70	656.50	999.20

(2) Junior Employees: Junior employees shall receive the prescribed percentage of the "All Others" rate per week.

	%
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 the "Tradespersons" rate per week)

(a)	Four-Year Term	%
	First year	42
	Second year.....	55
	Third year.....	75
	Fourth year.....	88
(b)	Three and a Half-Year Term	%
	First six months	42
	Next year	55
	Next year	75
	Final year	88
(c)	Three-Year Term	%
	First year	55
	Second year	75
	Third year	88

(4)

(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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

(5) Leading Hands: Any employee placed by the employer in charge of other employees shall be paid the following rates in addition to their ordinary rate of wage:

	Per Week $
In charge of 1 - 5 employees	26.10
In charge of 6 - 10 employees	40.10
In charge of 11 or more employees	51.60

(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 their work as a tradesperson or apprentice the employer shall pay tool allowance of:

(i) $12.30 per week to such tradesperson; or

(ii) in the case of an apprentice a percentage of $12.80 being the percentage which appears against his/her year of apprenticeship in subclause (4) of this clause.

for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of his/her work as a tradesperson or apprentice.

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

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

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

(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.

2026 WAIRC 00546

Bakers' (Country) Award No. 18 of 1977

8. - WAGES

(1) (a) The total minimum wage payable each week shall consist of appropriate allowances and the Award Rate (comprising Base Rate, Supplementary Payment and Arbitrated Safety Net Adjustment) as set out in this clause:

Classification	Base Rate $	Supplementary Payment $	Arbitrated Safety Net Adjustments $	Award Rate $
Adults:				
Doughmaker	370.75	34.10	677.95	1082.80
Single Hand Baker	370.75	34.10	677.95	1082.80

Baker	365.20	37.80	677.20	1080.20

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

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

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

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

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

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

(c) Casual Employee:

One thirty-eighth of the weekly rate prescribed for the class of work in which engaged plus 20 per cent per hour.

(d) Foreperson: In addition to the total wage prescribed in this clause for a doughmaker, a foreperson shall be paid:

		$
(i)	if placed in charge of less than four other employees (per week)	16.40
(ii)	if placed in charge of four but less than ten other employees (per week)	26.10
(iii)	if placed in charge of ten and not more than 20 other employees (per week)	39.90
(iv)	if placed in charge of 20 or more other employees (per week)	54.40

(e) Disability Allowance:

In addition to the total wage prescribed in this subclause a disability allowance of $7.00 per week shall be paid to doughmakers and single hand bakers.

(2) A worker other than a doughmaker who is called upon to make dough shall be paid doughmaking wages during the time he has performed these duties.

(3) There shall be a foreman in each bakehouse where more than one worker is employed but where a single hand baker is employed the existing custom shall continue.

(4) Junior Employees:

Junior Employees shall be paid the following percentages of the total minimum wage for a Baker, dependent upon the junior employee's age:

Age	**Percentage**
Under 16 years	45
16 and under 17 years	60
17 and under 18 years	70
18 and under 19 years	80
19 and under 20 years	90
20 and under 21 years	100

(5)

Apprentices (wage per week):	**Percentage of Tradesman's Rate**
Four year term -	%
First year	42
Second year	55
Third year	75
Fourth year	88
Three and a Half year term -	
First six months	42
Next year	55
Next year	75
Final year	88
Three year term -	
First year	55
Second year	75
Third year	88

"Tradesman's Rate" shall mean the total wage prescribed for the baker in subclause (1) of this clause.

(6)

(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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00547

Baking Industry Award

2. - 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

PART 4 – WAGES AND ALLOWANCES

14. - WAGES AND ALLOWANCES

(1) The minimum weekly ordinary wages payable under this award are:

Classification	Award Rate
	$
Trainee	As provided for in the *Miscellaneous Award 2020*, Schedule E, Clause E.4.
Doughmaker	1103.80
Single Hand - Baker	1103.80

Single Hand - Pastrycook	1083.20
Baker	1081.80
Pastrycook	1080.20
Cake Decorator	1021.60
Assistant	998.30

(2) A casual employee shall be paid an hourly rate equal to 1/38th of the ordinary rate for the relevant classification in which they are employed plus 25% casual loading. A casual employee is entitled to a minimum payment of 3 consecutive hours on any day.

(3) In addition to the total wage prescribed in this clause a Leading Hand shall be paid an allowance equal to the applicable percentage of the weekly rate for a Doughmaker, rounded to the nearest 10 cents, as set out below:

		% of Doughmaker rate
(i)	if placed in charge of less than four other employees (per week)	2.7
(ii)	if placed in charge of four but less than ten other employees (per week)	4.4
(iii)	if placed in charge of ten and less than 20 other employees (per week)	6.8
(iv)	if placed in charge of 20 or more other employees (per week)	8.8

(4) Laundry Allowance

Where the employer requires uniforms to be worn they shall be supplied, laundered and remain the property of the employer, provided that in lieu of the employer laundering the same, the employee shall be paid $5 per week towards the costs of laundering.

(5) Employees aged under 21

(a) Employees aged under 21 shall be paid the following percentages of the appropriate adult rate for the work upon which they are engaged.

	%
Under 16 years of age	45
Between 16 and 17 years of age	60
Between 17 and 18 years of age	70
Between 18 and 19 years of age	80
Between 19 and 20 years of age	90
Between 20 and 21 years of age	100

(b) If an employee aged under 21 has completed an apprenticeship in the Baking industry, and is employed as a tradesperson, they are entitled to be paid the adult tradesperson rate of pay.

2026 WAIRC 00548

Bespoke Bootmakers' and Repairers' Award No. 4 of 1946

8. - WAGES

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

		$
(a)	Surgical Bootmaker	1050.80
(b)	Bespoke Bootmaker	1050.80
(c)	Boot Repairer	1050.80

A worker employed in the classification of "Boot Repairer" who is called upon to perform the work of "Bespoke Bootmaker" or "Surgical Bootmaker" shall be paid the appropriate rate for the actual time he/she is engaged on the work of the higher classification, provided that if he/she is employed for more than four hours in any one day on work of the higher classification he/she shall be paid the appropriate rate for the whole of that day.

(2) A casual worker as defined in Clause 11 hereof shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate for the calling in which he is employed.

(3) Apprentices (percentage of Boot Repairers' 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%

(4) At the completion of an apprenticeship to boot repairing and bespoke bootmaking, the employer and the apprentice may mutually agree to extend the contract of apprenticeship for a further two years for the purpose of the apprentice being taught surgical bootmaking. The rate of pay shall be as mutually agreed between the employer, the apprentice and the union, or failing agreement, as determined by the Commission.

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) Subclauses (5) and (6) 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.

(6) 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.

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00549

Brick Manufacturing 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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

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

(1) (a) CLASSIFICATION:

	Base Rate $	Supplementary Payment $	Total Rate $
ADULT EMPLOYEES:			
Tunnel Kiln Operator	360.30	668.20	1028.50
Machine Operator: Brick, Setting, Packing or Strapping	353.00	675.50	1028.50
Kiln Car Decker in Charge	353.00	675.50	1028.50
Refractory Moulder, Brick Cutter, Setter, Drawer, Off Bearer, Grinding Machine Operator, Brick Maker and Handler, Crucible Machine Operator	347.10	662.70	1009.80
Burner	343.20	666.40	1009.60
Powder Monkey	340.20	669.40	1009.60
Hand Press Operator, Presser Fancy Bricks, Clay Hole Motor Loco Driver, Truck Loader, Loader Out to Trucks, Man Winding, Sorter, Packer, Strapper	339.10	659.20	998.30
Operator: Mixer, Weighbatcher Press, Sand Winning, Overhead Crane - After 2 months' service	350.60	659.00	1009.60
Steam Curing Operator	335.40	674.20	1009.60
Fork Lift Drivers	357.30	661.60	1018.90
Front End Loaders:			
(i) 35 b.h.p.	336.60	661.70	998.30
(ii) 35 b.h.p. - 130 b.h.p.	347.10	662.50	1009.60
(iii) Over 130 b.h.p.	349.80	669.00	1018.80
All Others and Trainees during first two months' of service	324.10	674.20	998.30

(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:

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

(3) LEADING HANDS:

In charge of:	$
(a) Not less than three and not more than ten employees	15.50
(b) More than ten but not more than twenty other employees	23.55
(c) More than twenty other employees	30.70

(4) SPECIAL RATES

(a) Machine and Pan Drivers oiling machinery outside ordinary working hours shall be paid an additional half hour's pay per day at ordinary rates for performing such work.

(b) Employees required to handle Manganese Dioxide shall be paid an allowance of $2.40 per day or part thereof

whilst required to handle such substance.

2026 WAIRC 00550

Brushmakers' Award No. 30 of 1959

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - 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 Rate	Minimum Rate
(a)	Woodworking machinists whose work includes both making cutters and setting machines	357.10	661.40	1018.50
(b)	Automatic boring and filling machinist Filling machinists (hand filing) Twisted-in wire lathe operator (gauge of wire 10g. or more and soft coppered oval wire) Bench Drawing Feather Duster Maker Paint Brush Maker Person employed on lacquering and ducoing Hair Pan Hands Bass Pan Hands Bottle Brush Makers Finishers Millet Broom Makers Millet Broom Sewers Wood-working Machinists Ducoers and Lacquerers Sorters	345.40	657.50	1002.90
(c)	Semi-automatic Boring and Filling Machinist Boring Machinist (on) filling machines) Broom and Brush Press Operator Mop Press Operator Mixing Machine Operator Branding Machinist	341.50	656.80	998.30
(d)	Trimming Machinist and all Others	332.00	666.30	998.30

(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) (deleted)

(4) (deleted)

(5) Junior Workers: 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
20 to 21 years of age	Adult Rate

2026 WAIRC 00551

Building and Engineering Trades (Nickel Mining and Processing) Award, 1968

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

44. - RATES OF PAY AND CLASSIFICATION DEFINITIONS

(1) Classification and Wage Rates - Kambalda and Leinster Nickel Operations

(a) Engineering Employees -

(i) Engineering Employees Grade 1 (EEG1)

Not defined in Kambalda.

(ii) Engineering Employees Grade 2 (EEG2)

Semi-skilled employee comparable to former classifications of battery attendant, pipe fitter, etc.

(iii) Engineering Employees Grade 3 (EEG3)

Indentured tradespersons who satisfy all regulatory requirements or an EEG2 who has achieved a practical level of competency as approved by some regulatory control.

(iv) Engineering Employees Grade 4 (EEG4)

Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.

e.g. Boilermaker with basic fitting skills including basic hydraulic and pneumatic fitting and vice versa.

(v) Engineering Employees Grade 5 (EEG5)

Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required including primary skills, and can competently work largely unsupervised.

e.g. A Fitter/Turner who acquires qualifications and training to competently act as a Diesel Fitter.

A Boilermaker who becomes competent at more detailed fitting such as balancing, aligning, fault detecting, etc.

(vi) Engineering Employees Grade 6 (EEG6)

Indentured tradespersons who possess the same qualities as an EEG5, and are also capable of supervising a large work group. Generally fulfils the duties as Assistant/Acting Supervisor and are therefore by appointment only.

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
EEG1	N/A		
EEG2	324.80	725.90	1050.80
EEG3	372.40	678.30	1050.80
EEG4	389.40	675.30	1064.70
EEG5	404.10	680.50	1084.60
EEG6	426.90	694.20	1121.10

The above new rates include allowance for the withdrawal of the multi-skilled over award payment. The above new rates for EEG4, EEG5 and EEG6 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

(b) Electrical Employees:-

(i) Electrical Employee Grade 1 (EEG1)

Not defined in Kambalda.

(ii) Electrical Employee Grade 2 (EEG2)

Semi-skilled employee comparable to former classifications such as battery fitter, linesperson (three years experience) etc.

(iii) Electrical Employee Grade 3 (EEG3)

A linesperson with more than three years experience or an indentured electrical fitter or installer.

(iv) Electrical Employee Grade 4 (EEG4)

An EEG3 who continually demonstrates superior knowledge and ability and is capable of handling difficult problems without immediate supervision and has obtained training in, and can practically apply various skills appropriate to other trades, or an indentured instrument fitter.

(v) Electrical Employee Grade 5 (EEG5)

An indentured electrical or instrumentation fitter/installer who has completed relevant post-trade courses conducing to cross-skilling of these disciplines, or an EEG4 who has obtained through experience and practice a high degree of competency in multi-disciplinary trade areas, and is capable of supervising work groups.

(vi) Electrical Employee Grade 6 (EEG6)

An Electrical Employee Grade 5 who is capable of supervising a large work group. Generally fulfils the duties as Assistant/Acting Foreperson is therefore by appointment only.

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
EEG1	N/A		
EEG2	341.90	708.80	1050.80
EEG3	372.40	678.30	1050.80
EEG4	389.40	675.30	1064.70
EEG5	404.80	680.60	1085.40
EEG6	426.90	694.20	1121.10

The above new rates include allowance for the withdrawal of the multi-skilled over award payment. The above new rates for EEG4, EEG5 and EEG6 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

(c) Building Employees -

(i) Building Employee Grade 1 (BEG1)

Not applicable at Kambalda Nickel Operations.

(ii) Building Employee Grade 2 (BEG2)

Not applicable at Kambalda Nickel Operations.

(iii) Building Employee Grade 3 (BEG3)

Indentured tradespersons who satisfy all regulatory requirements and who have achieved a practical level of competency as approved by some regulatory control.

(iv) Building Employee Grade 4 (BEG4)

Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.

(v) Building Employee Grade 5 (BEG5)

Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required including them primary skills, and can competently work largely unsupervised.

(vi) Building Employee Grade 6 (BEG6)

Indentured tradespersons who possess the same qualities as a BEG5, and are also capable of supervising a large work group. Generally fulfils the duties as assistant/acting supervisor and is therefore by appointment only.

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
BEG1	N/A		
BEG2	N/A		
BEG3	363.20	687.50	1050.80
BEG4	376.70	674.00	1050.80
BEG5	389.60	675.50	1065.10
BEG6	413.80	683.70	1097.50

The above new rates for BEG4, BEG5 and BEG6 also include allowance for the withdrawal of the award leading hand rates, 1, 2 and 3 respectively.

(2) Classification and Wage Rates - Windarra Nickel Project

(a) Engineering Employees -

(i) Engineering Employees Grade 1 (EEG1)

Newly appointed semi-skilled employees who have not yet shown the necessary site knowledge to be competent enough to move from area to area within the operation without assistance. An employee will not remain in this classification for more than three months. This is a new classification.

(ii) Engineering Employees Grade 2 (EEG2)

Semi-skilled employees who have been employed at the operation for more than three months and are comparable to the former classification of pipe fitter.

(iii) Engineering Employees Grade 3 (EEG3)

Indentured tradespersons who satisfy all regulatory requirements of Grade 2 employees and have who achieved practical levels of competency as approved by the regulatory authority.

(iv) Engineering Employees Grade 4 (EEG4)

Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision.

(v) Engineering Employees Grade 5 (EEG5)

Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required and can work largely unsupervised.

(vi) Engineering Employee Grade 6 (EEG6)

Indentured tradespersons who possess the same qualities as Grade 5 employees and are capable of organising and supervising a large work group. Generally fulfils the duties as Assistant/Acting Supervisor.

Award Wages	Rate $	Arbitrated Safety Net Adjustment $	Total Rate $
EEG1	302.00	748.70	1050.80
EEG2	327.60	723.10	1050.80
EEG3	363.20	687.50	1050.80
EEG4	377.10	673.60	1050.80
EEG5	384.20	673.50	1057.70
EEG6	390.40	675.70	1066.10

The above new rates include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

(b) Electrical Employee -

(i) Electrical Employee Grade 1 (EEG1)

Newly appointed semi-skilled employees who have not yet shown the necessary site knowledge to be competent enough to move from area to area within the operation without assistance. An employee will not remain in this classification for more than three months. This is a new classification.

(ii) Electrical Employee Grade 2 (EEG2)

Semi-skilled employees who have been employed at the operation for more than three months and are comparable to the former classification of battery fitter.

(iii) Electrical Employee Grade 3 (EEG3)

A linesperson with more than three years experience or an indentured electrical fitter or installer.

(iv) Electrical Employee Grade 4 (EEG4)

A Grade 3 employee who continually demonstrates superior knowledge and ability and is capable of handling difficult problems without immediate supervision or an indentured instrument fitter.

(v) Electrical Employee Grade 5 (EEG5)

An indentured electrical or instrument fitter/installer who has completed relevant post-trade courses conducive to cross-skilling of these disciplines, or a Grade 4 employee who has obtained through experience and practice a high degree of competency in multi-disciplinary trade areas.

(vi) Electrical Employee Grade 6 (EEG6)

A Grade 5 employee who is capable of supervising a large work group and generally fulfils the duties as assistant/acting foreman.

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
EEG1	302.00	748.70	1050.80
EEG2	327.60	723.10	1050.80
EEG3	363.20	687.50	1050.80
EEG4	391.70	675.90	1067.60
EEG5	404.80	680.60	1085.40
EEG6	411.00	682.80	1093.80

The above new rates include allowance for the withdrawal of the award leading hand rates.

(c) Building Employees -

(i) Building Employee Grade 1 (BEG1)

Not applicable at Windarra Nickel Project.

(ii) Building Employee Grade 2 (BEG2)

Not applicable at Windarra Nickel Project.

(iii) Building Employee Grade 3 (BEG3)

Indentured tradespersons who satisfy all regulatory requirements and who have achieved a practical level of competency as approved by some regulatory control.

(iv) Building Employee Grade 4 (BEG4)

Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
BEG3	363.20	687.50	1050.80
BEG4	376.70	674.00	1050.80

The above new rate for BEG4 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

(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:

Apprentices shall be paid the following percentage of tradespersons (EEG3) rate per week:-

	%
Four year term -	
First year	42
Second year	55
Third year	75
Fourth year	88
Three and a half year term -	

First Six Months	42
Next year	55
Following year	75
Final year	88
Third year term -	
First year	55
Second year	75
Third year	88

Apprentices shall also receive the above percentage rates of the District Allowance, Disability Allowance, Tool Allowance and Industry Allowance available to Tradespersons under this award.

(5) Tool Allowance

(a) Bricklayers, Carpenters and Joiners, Plumbers or Painters shall be paid the following tool allowance:

	$
Bricklayers	1.68
Carpenter and Joiners	3.13
Plumbers	2.33
Painters	0.71

This allowance includes an amount of **five cents** for the purpose of enabling employees to insure their tools against loss or damage by theft or fire and shall not be paid where the employer supplies employees with all necessary tools.

An employee in receipt of a tool allowance shall provide all necessary tools kept in suitable condition for the performances of the work.

An employee who fails to provide all such tools when required shall be guilty of a breach of this award and shall not be entitled to the tool allowance prescribed above until they comply with this provision.

(b) Metal Trades Employees:

Notwithstanding the previous provisions of this clause, a metal tradesperson, including an apprentice, to whom the employer does not supply all necessary tools, shall be paid an allowance of **$11.70** per week.

A "tradesperson", for the purpose of this clause, shall be deemed to be an employee who is paid an equal rate of wage or higher than for the classification "Boilermaker".

(6) Leading Hands

In addition to the appropriate wage prescribed in this clause, a Leading Hand shall be paid –

		$
(a)	If placed in charge of not less than 3 and not more than 10 other employees	21.10
(b)	If place in charge of more than 10 and not more than 20 other employees	31.70
(c)	If place in charge of more than 20 other employees	41.10

(7) Disabilities Allowance:

An employee employed outside of their shop on construction work shall for the time so employed be paid a disabilities allowance at the rate of **$1.40** per week in addition to the prescribed rate.

(8) Industry Allowance:

(a) Each employee shall be paid an allowance of **$93.20** per week.

(b) The allowance recognises, and is in payment for, all aspects of work in the industry, including the location and nature of individual operations within it.

(c) The allowance shall be paid in addition to the rate of wage set out in this clause and shall be paid for all purposes of the award.

(9) Casual Employees:

A casual employee shall be paid 20% in addition to the ordinary rate prescribed herein.

(10) Subclauses (10) and (11) 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.

(11) 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.

2026 WAIRC 00552

Building Trades (Government) Award 1968

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 $998.30 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 $998.30 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 2026.

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 2026 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 $828.90 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 $828.90 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 2026.

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 – 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) It is a term of this award that the union undertakes for the duration of the Principles determined by the Commission Court Session in Application No. 985 of 1995 not to pursue any extra claims, award or over award except when consistent with the State Wage Principles.

PART A: WAGES ADJUSTED BY ARBITRATED SAFETY NET ADJUSTMENTS

	On Engage-ment	Arbitrated Safety Net Adjustment	Total Rate	After 1 year of service (Per Week)	Arbitrated Safety Net Adjust-ment	Total Rate	After 2 years of service	Arbitrated Safety Net Adjust-ment	Total Rate
	$	$	$	$	$	$	$	$	$
(1) (a) Tradespersons: Bricklayers Stoneworkers, Carpenters, Joiners, Painters, Signwriters, Glaziers, Plasterers and Stone-masons as defined in Clause 6 of this Award	429.60	693.50	1123.10	434.50	695.60	1130.10	439.00	697.60	1136.60
(b) Special Class Tradesperson (as defined)	447.80	701.80	1149.60	452.95	703.95	1156.90	457.65	706.15	1163.80
(c) Plumbers holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	444.85	700.35	1145.20	449.80	702.50	1152.30	454.30	704.50	1158.80
(d) Builders Labourers:									
(i) Rigger, Drainer, Dogman	407.25	681.45	1088.70	414.10	681.40	1095.50	418.80	682.80	1101.60
(ii) Scaffolder, Powder Monkey, Hoist or Winch Driver, Concrete Finisher, Steelfixer, including Tack Welder, Concrete Pump Operator	395.25	677.25	1072.50	398.40	675.70	1074.10	403.05	677.25	1080.30
(iii) Bricklayer's Labourer, Plasterer's Labourer, Assistant Rigger, Demolition Workers (after 3 months' experience), Gear Hand, Pile Driver, Tackle Hand, Jackhammer Hand, Mixer Driver (concrete), Steel Erector, Aluminium Alloy Structural Erector, Gantry Hand or Crane Hand, Crane Chaser, Concrete Gang including Concrete Floater, Steel or Bar Bender to Pattern or Plan, Concrete Formwork	386.85	671.65	1058.50	391.15	673.25	1064.40	396.25	675.05	1071.30

Stripper, Concrete Pump, Hose hand									
(iv) Builder's Labourer employed on work other than specified in classifications (i)-(iii)	356.80	661.30	1018.10	357.80	661.60	1019.40	362.05	663.35	1025.40

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

4.2.5 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.

4.2.6 Increases in Wages 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.

	Tool Allowance	(Per Week)
	(a) Bricklayers and Stoneworkers	15.60
	(b) Plasterers	18.20
	(c) Carpenters and Joiners	22.10
	(d) Plumbers	22.10
	(e) Painters and Sign-writers	5.40
	(f) Glaziers	5.40
	(g) Stonemasons: The employer shall supply all necessary tools for the use of stonemasons, except when engaged on building construction, when the worker, if required to supply his/her own tools, shall receive a tool allowance at the rate of $1.70 per week.	

NOTE 1: The tool allowance prescribed in paragraphs (a), (b), (c) and (d) of this Clause each include an amount of six cents for the purpose of enabling the employees to insure their tools against loss or damage by theft or fire.

NOTE 2: The abovenamed allowances shall not be paid where the employer supplies an employee with all necessary tools.

4.2.7 Allowance for Lost Time: Thirteen days' sick leave and follow the job (per week):
An employee whose employment is terminated through no fault of his/her own and who has not completed nine months' continuous service with his/her employer shall, for each week of continuous employment with that employer, immediately prior to his/her termination of employment be paid the lost time allowance prescribed hereunder less any payments made to him/her in respect of sick leave during that employment -

		$
(a)	Bricklayers, stoneworkers, carpenters, joiners, painters, glaziers, signwriters, plasterers, plumbers and stonemasons	47.84
(b)	Special Class Tradesperson (as defined)	50.24
(c)	Registered Plumbers	49.69
(d)	Builders Labourers	
	(i) Classifications (i) to (iii) inclusive	46.90
	(ii) Classifications (iv) to (ix)	44.09
	(iii) Classification (x)	42.62
	(iv) Classification (xi)	39.72

NOTE: In the event of any increase or decrease in the wages and other allowances prescribed in this clause, except the tool allowances, the amounts prescribed in this Clause shall be increased or decreased by an amount equal to 9.7% of that increase or decrease.

4.2.8 Disabilities Allowance (Per Week): $20.91

(a) Subject to the provisions of paragraph (b), of this Clause an allowance of $20.91 shall be paid to all employees excepting employees who are employed for the major portion of any week in or about a permanent maintenance depot or who are usually employed in or about the employer's business when an employee coming within the exception is engaged on the erection or demolition of a building exceeding 250 square feet in floor area.

(b) Employees who are directed to work temporarily in or about a permanent maintenance depot and who immediately prior to being so directed were in receipt of the allowance for a period of not less than three months shall be paid two-thirds of the allowance prescribed herein.

4.2.9 Casual Employees

A casual employee shall be paid a loading of 20 per cent in addition to the rates prescribed by this clause.

4.2.10 The rates prescribed in this clause shall be increased or decreased, as the case may be, to give effect to any decision of the Australian Conciliation and Arbitration Commission to alter wage rates uniformly in awards under its jurisdiction

4.2.11 Plumbers shall be paid an allowance at the rate of $16.14 per week to compensate for the following classes of work and in lieu of the relevant amounts in Clause 4.1. - Special Rates and Provisions of this award whether or not such work is performed in any one week. When working outside the categories listed hereunder, a plumber shall receive the appropriate rates provided for in the said Clause 4.5. - Special Rates and Provisions.

(a) General Plumber:

(i) clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing and putting same in proper order;

(ii) work in wet places;

(iii) work requiring a swing scaffold, swing seat or rope;

(iv) dirty or offensive work;

(v) work in any confined space;

(vi) work on a ladder exceeding eight metres in height;

(vii) work in and around abattoirs.

(b) Mechanical Services Plumber:

(i) handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, or other recognised insulation material of a like nature or working in the immediate vicinity so as to be affected by the use thereof;

(ii) work in a place where the temperature has been raised by artificial means to between 46° and 54° Celsius or exceeding 54° Celsius;

(iii) work in a place where fumes of sulphur or other acid or other offensive fumes are present;

(iv) dirty or offensive work;

(v) work in any confined space;

(vi) work on a ladder exceeding eight metres in height;

(vii) work in and around abattoirs.

(c) Roof Plumber:

(i) work in the fixing of aluminium foil insulation on roofs or walls prior to the sheeting thereof;

(ii) use of explosive powered tools;

(iii) work requiring use of materials containing asbestos or to work in close proximity to employees using such materials shall be provided with, and shall use, all necessary safeguards as required by the appropriate occupational health authority including the mandatory wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus);

(iv) dirty or offensive work;

(v) work requiring a swing scaffold, swing seat or rope;

(vi) work on a ladder exceeding eight metres in height;

(vii) work in and around abattoirs.

4.8 - SUPPORTED WAGE SYSTEM

4.8.1 Workers eligible for a supported wage

(a) This Clause defines the conditions that will apply to employees who, because of the effects of a disability, are eligible for a supported wage under the terms of the award. In the context of this Clause, the following definitions will apply:

(b) “Supported Wage System” means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in “Supported Wage System: Guidelines and Assessment Process”.

(c) "Accredited assessor" means a person accredited by the management unit established by the Commonwealth Government under the Supported Wage System to perform assessment of an individual's productive capacity within the Supported Wage System.

(d) "Disability Support Pension" means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

(e) "Assessment instrument" means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

4.8.2 Eligibility criteria

(a) Employees covered by this Clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under the award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.

(b) This Clause does not apply to any existing employee who has a claim against the employer, which is subject to the provisions of workers' compensation legislation, or any provision of the award relating to the rehabilitation of employees who are injured in the course of their current employment.

(c) This Clause also does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the Disability Services Act 1986 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or eligible for a Disability Support Pension, except with respect to an organisation which has received recognition under s10 or s12A of the Act, or if a part only has received recognition, that part.

4.8.3 Supported wage rates

Employees to whom this Clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by the award for the class of work for which the person is performing according to the following schedule:

Assessed capacity (per paragraph 4..3.4)	% of applicable award rate
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than $113 per week).

*Where an employee's assessed capacity is 10%, they shall receive a high degree of assistance and support.

4.8.4 Assessment of capacity

(a) For the purpose of establishing the percentage of the award rate to be paid to the employees, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(b) the employer and the union, in consultation with the employee, or if desired by any of these; or

(c) the employer and an accredited assessor from a panel agreed by the parties to the award and the employee.

4.8.5 Lodgement of assessment instruments

(a) All assessment instruments under the conditions of this Clause, including the appropriate percentage of the award wage rate to be paid to the employee, shall be lodged by the employer with the Registrar of the WAIRC.

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where the union is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within 10 working days.

4.8.6 Review of assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

4.8.7 Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of this Clause will be entitled to the same terms and conditions of employment as all other employees covered by the award paid on a pro rata basis.

4.8.8 Workplace adjustment

An employer wishing to employ a person under the provisions of this Clause shall take reasonable steps to make changes in the workplace to enhance the employees' capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other employees in the area.

4.8.9 Trial period

(a) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this Clause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.

(b) During the trial period, the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

(c) The minimum amount payable to the employee during the trial period shall be not less than $113 per week.

(d) Work trials should include induction or training as appropriate to the job being trialled.

(e) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under Clause 4.3.4.

4.8.10 Meal Money

(a) Where an employee is required to continue working after the usual finishing time for more than one hour, he/she shall be paid $11.70 for the purchase of any meal required. This amount shall be varied in accordance with any variations of Schedule 1, Part II – Meals, of the Government Officers Salaries, Allowances & conditions Award 1989.

(b) Meal money shall be paid prior to the meal period on the day upon which the overtime is to be worked.

SCHEDULE C - AWARD RESTRUCTURING

8. Rates of Pay

Employees shall be paid the following rates of pay in accordance with the level to which they are classified.

(a) Wage Rates

Level	Percentage Relativity to Level 4	Rates $	Safety Net Adjustment $	Total Weekly Rate $
New Entrant	78	335.10	653.80	988.90
1	82	352.30	659.80	1012.10
2	87	375.50	667.70	1043.20
3	92	397.00	675.10	1072.10
4	100	429.60	693.50	1123.10
5	105	451.10	703.20	1154.30
6	110	472.60	709.70	1182.30
7	115	494.00	719.10	1213.10
8	120	515.50	728.70	1244.20
9	125	537.00	740.80	1277.80

(b) (i) In addition to the rates contained in paragraph (a) of this subclause, employees designated in classification levels to 7 inclusive shall receive an all purpose industry allowance of $13.01.

(ii) This allowance shall be paid in two instalments as follows:

(aa) $6.57 of the allowance shall be paid after the first twelve months of government service; and

(bb) the remaining $6.43 shall be paid on 24 months of government service.

(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 adjustment.

2026 WAIRC 00553

Building Trades and Labourers (Construction) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

(1) Except as elsewhere provided in this Award the rates of pay payable to an employee (other than an apprentice) shall be that prescribed herein calculated as an hourly rate in accordance with subclause (4) of this clause.

(2) Weekly Rate: The following amounts shall be applied for the purpose of the calculation in subclause (4) of this clause of the hourly rate to apply under this Award.

			Base Rate$	Supple-mentary Payment$	Arbitrated Safety Net Adjustment $	Weekly Rate$
(a)	(i)	Bricklayers, stoneworkers, stonemasons, carpenters, joiners, painters, signwriters,	365.20	52.10	688.00	1105.30

		glaziers, plasterers roof tile fixers, and concrete tradesperson (Certificate III trade qualified)				
	(ii)	Plumber and/or gasfitter	368.00	52.10	689.40	1109.50
	(iii)	Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act:				
		Base Rate	368.00			
		Reg. Allowance $ 17.30	385.30	52.10	697.30	1134.70
	(iv)	Marker/Setter Out	378.60	52.10	694.10	1124.80
	(v)	Special Class Tradesman	385.00	52.10	696.90	1134.00
(b)	(i)	Group 1				
		Rigger	362.30	52.10	681.40	1095.80
		Drainer	362.30	52.10	681.40	1095.80
		Dogman	362.30	52.10	681.40	1095.80
	(ii)	Group 2				
		Scaffolder	346.70	52.10	675.80	1074.60
		Powder Monkey	346.70	52.10	675.80	1074.60
		Hoist or Winch Driver	346.70	52.10	675.80	1074.60
		Concrete Finisher	346.70	52.10	675.80	1074.60
		Steel Fixer including Tack Welder	346.70	52.10	675.80	1074.60
		Concrete Pump Operator	346.70	52.10	675.80	1074.60
	(iii)	Group 3				
		Bricklayer's Labourer	335.10	52.10	671.70	1058.90
		Plasterer's Labourer	335.10	52.10	671.70	1058.90
		Assistant Powder Monkey	335.10	52.10	671.70	1058.90
		Assistant Rigger	335.10	52.10	671.70	1058.90
		Demolition Worker (after three months' experience)	335.10	52.10	671.70	1058.90
		Gear Hand	335.10	52.10	671.70	1058.90
		Cement Gun Operator	335.10	52.10	671.70	1058.90
		Concrete Cutting or Drilling Machine Operator	335.10	52.10	671.70	1058.90
		Pile Driver	335.10	52.10	671.70	1058.90
		Tackle Hand	335.10	52.10	671.70	1058.90
		Jackhammer Hand	335.10	52.10	671.70	1058.90
		Mixer Driver (Concrete)	335.10	52.10	671.70	1058.90
		Steel Erector	335.10	52.10	671.70	1058.90
		Aluminium Alloy Structural Erector	335.10	52.10	671.70	1058.90
		Gantry Hand or Crane Hand	335.10	52.10	671.70	1058.90
		Concrete Gang Including Concrete Floater	335.10	52.10	671.70	1058.90
		Steel or Bar Bender to Pattern or Plan	335.10	52.10	671.70	1058.90
		Concrete Formwork Stripper	335.10	52.10	671.70	1058.90
		Concrete Pump Hose Hand	335.10	52.10	671.70	1058.90
		Trades Labourer	335.10	52.10	671.70	1058.90
		Brick Paver Labourer	335.10	52.10	671.70	1058.90
		Brick Cleaner/Labourer	335.10	52.10	671.70	1058.90
	(iv)	Group 4				
		Builders' Labourers Employed on Work Other Than Specified in Classifications (i) to (iii)	306.60	52.10	662.00	1020.70

(c) Supplementary Payments

Supplementary payments set out in this clause represent payments in lieu of equivalent overaward payments.

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

These arbitrated safety net adjustments shall be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award. For these purposes over award rates of pay in any industrial agreement affecting employees whose terms of employment are also regulated by the award shall likewise be liable to absorption unless contrary to the terms of the industrial agreement.

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

(3) Industry Allowance

The industry allowance at the rate of $30.00 per week to be paid to each employee is to compensate for the following disabilities associated with construction work:-

(a) Climate conditions when working in the open on all types of work.

(b) The physical disadvantage of having to climb stairs or ladders.

(c) The disability of dust blowing in the wind, brick dust and drippings from concrete.

(d) Sloppy and muddy conditions associated with the initial stages of the erection of a building.

(e) The disability of working on all types of scaffolding or ladders other than a swing scaffold, suspended scaffold, or a bosun's chair.

(f) The lack of the usual amenities associated with factory work (e.g. meal rooms, change rooms, lockers).

(4) Hourly Rate Calculation - Follow the Job Loading

(a) The hourly rate of pay to be paid to an adult employee (other than an apprentice) shall be calculated to the nearest cent (less than half a cent to be disregarded) by multiplying the sum of the amounts prescribed in subclause (2) and the amount prescribed in subclause (3) and where applicable in subclauses (6), (7), (8) and (9) of this clause by 52 and dividing the result by 50.4 by adding to that the amount prescribed in subclause (5) of this clause and by dividing the total by 38.

(b) The aforementioned calculation shall take into account a factor of eight days in respect of the incidence of loss of wages for periods of unemployment between jobs.

(5) Special Allowance

The special allowance at the rate of $7.70 per week to be paid to each employee is to compensate for the following:-

(a) Excess travelling time incurred by employees in the building industry;

(b) The removal of loadings from the various building awards consequent upon the introduction of this paid rates award in the industry.

(6) Tool Allowance

Tool allowances shall be paid to tradesmen as prescribed hereunder:-

	Per Week
	$
Carpenters, Joiners, Plumbers, Stonemasons, Stoneworkers	31.00
Plasterers, Fixers	25.60
Bricklayers	21.90
Roof Tile Fixers	16.00
Signwriters, Painters, Glaziers	7.50

(7) Location Allowance

Where applicable location allowances in accordance with Appendix A will be paid.

(8) Underground Allowance

(a) (i) Subject to paragraph (b) hereof, an employee required to work underground shall be paid an allowance of $14.40 per week in addition to the allowance prescribed in subclause (3) of this clause and any other amount prescribed for such employee elsewhere in this award.

(ii) Where a shaft is to be sunk to a depth greater than six metres the payment of the underground allowance shall commence from the surface.

(iii) This allowance shall not be payable to an employee engaged upon "pot and drive" work at a depth of 3.5 metres or less.

(b) Where an employee is required to work underground for no more than four days or shifts in any ordinary week he/she shall be paid an underground allowance in accordance with the provisions of paragraph (t) of subclause (1) of Clause 9. - Special Rates and Provisions in lieu of the allowance prescribed in paragraph (a) hereof.

(9) Plumbing Trade Allowance

Plumbers shall be paid an allowance at the rate of $23.70 per week to compensate for the following classes of work and in lieu of the relevant amounts in Clause 9. - Special Rates and Provisions whether or not such work is performed in any one week. When working outside the categories listed hereunder, a plumber shall receive the appropriate rates provided for in the said Clause 9. - Special Rates and Provisions.

(a) General Plumber

(i) Clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing and putting same in proper order;

(ii) Work in wet places;

(iii) Work requiring a swing scaffold, swing seat or rope;

(iv) Dirty or offensive work;

(v) Work in any confined space;

(vi) Work on a ladder exceeding eight metres in height.

(b) Mechanical Services Plumber

(i) Handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, or other recognised insulation material of a like nature or working in the immediate vicinity so as to be affected by the use thereof;

(ii) Work in a place where the temperature has been raised by artificial means to between 46 and 54 degrees celsius or exceeding 54 degrees celsius;

(iii) Work in a place where fumes of sulphur or other acid or other offensive fumes are present;

(iv) Dirty or offensive work;

(v) Work in any confined space;

(vi) Work on a ladder exceeding eight metres in height.

(c) Roof Plumber

(i) Work on the fixing of aluminium foil insulation on roofs or walls prior to the sheeting thereof;

(ii) Use of explosive powered tools;

(iii) Work requiring use of materials containing asbestos or to work in close proximity to employees using such materials shall be provided with and shall use all necessary safeguards as required by the appropriate occupational health authority including the mandatory wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus);

(iv) Dirty or offensive work;

(v) Work requiring a swing scaffold, swing seat or rope;

(vi) Work on a ladder exceeding eight metres in height.

(10) Leading Hands

(a) A person specifically appointed to be a leading hand shall be paid at the rate of the undermentioned additional amounts above the rate of the highest classification supervised, or his/her own rate, whichever is the highest, in accordance with the number of persons in his/her charge:-

		Weekly Base Only$	Rate Per Hour$
(i)	In charge of not more than one person	25.00	0.67
(ii)	In charge of two and not more than five persons	42.10	1.14
(iii)	In charge of six and not more than ten persons	53.40	1.44
(iv)	In charge of more than ten persons	71.20	1.93

(b) The hourly rate prescribed in paragraph (a) hereof is calculated to the nearest cent (less than half a cent to be disregarded) by multiplying the weekly base amount by 52 and dividing the result by 50.4 and by dividing the amount by 38.

(11) Licensed Plumbers Accepting Responsibility

Any licensed plumber called upon by his/her employer to use the licence issued to him/her by the Metropolitan Water Supply, Sewerage and Drainage Board for a period in any week - $46.40 for that week.

(12) Plumber Acting on Welding Certificate

A plumber who is requested by his/her employer to hold the relevant qualifications and has obtained a certificate of competency pursuant to procedures as set out by the Standards Association of Australia or other relevant recognised codes, or, who may have to carry out work which is subject to other special tests but not a normal trade test, and is required by his/her employer to act on such qualifications, shall be paid an additional 61 cents per hour for oxyacetylene welding and 61 cents per hour for electric welding for every hour of his/her employment whether or not he/she has in any hour performed work relevant to those qualifications held.

(13) Lead Work

A plumber engaged in leadburning or lead work in connection therewith shall be paid an additional $2.08 per hour.

(14) Ship's Plumbing

A plumber engaged on plumbing work in connection with ships shall be paid an additional $1.45 per hour.

(15) Casual Hands

In addition to the rate appropriate for the type of work, a casual hand shall be paid an additional 20 per cent of the rate per hour with a minimum payment as for three hours employment. The penalty rate herein prescribed shall be deemed to include, inter alia, compensation for annual leave.

(16) Site Allowances

The Union on behalf of its members may request an employer to consider a site allowance to compensate for all special factors and/or disabilities on a project.

Where the parties have considered the merit of the claim and have agreed on a proposed rate, it shall be referred to the

Commission for ratification.

Where agreement cannot be reached, the parties shall refer the matter to the Commission which shall determine an appropriate rate, if any, to compensate for such special factors and/or disabilities: Provided, however, that the Commission may determine that such site allowance shall be paid in lieu of any of the special rates related to conditions on the site as prescribed in Clause 9 subclause (1).

The Commission shall ratify or determine such matters on the criteria outlined in the Full Bench Decision of the Conciliation and Arbitration Commission dated February 25, 1983 (Print F1957).

Where the procedure prescribed by this subclause is being followed, work shall continue normally.

A site allowance determined in accordance with this subclause shall be deemed to be prescribed by this Award.

(17) Trainees

The minimum rates of pay and conditions of employment applicable to trainees will be those set out in Schedule D - National Training Wage of the Building and Construction General On-site Award 2020 as amended from time to time. Provided that any reference to "this award" in Schedule D to the Building and Construction General On-site Award 2020 is to be read as referring to the Building Trades and Labourers (Construction) Award.

Note: The Building and Construction General On-site Award 2020 is a modern award that applies to employers and employees in the national industrial relations system. The rates of pay for trainees are usually adjusted from 1 July each year.

2026 WAIRC 00554

Building Trades and Labourers (General) Award

10. - WAGES

The rates of wages payable to the employees covered by the award (other than duly registered apprentices) shall be as follows:

(1) Base Rate and Supplementary Payment (per week)

	Base Rate Per Week$	Safety Net Adjustment$	Total Rate Per Week$
(a)			
(i) Bricklayers, stoneworkers, carpenters, joiners, painters, signwriters, glaziers, plasterers, plumbers, concrete tradesperson (Certificate III trade qualification), and stonemason as defined in Clause 6 of this award	376.20	670.60	1046.80
(ii) Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	385.40	673.70	1059.10
(iii) Joiner - Assembler A (as defined in Clause 6 of this award)	344.60	656.90	1001.50
(iv) Joiner - Assembler B (as defined in Clause 6 of this award)	330.70	667.60	998.30
(b) Builders Labourers:-			
(i) Rigger	360.30	662.40	1022.70
(ii) Drainer	360.30	662.40	1022.70
(iii) Dogman	360.30	662.40	1022.70
(iv) Scaffolder	345.00	657.10	1002.10
(v) Powder Monkey	345.00	657.10	1002.10
(vi) Hoist or Winch Driver	345.00	657.10	1002.10
(vii) Concrete Finisher	345.00	657.10	1002.10
(viii) Steel Fixer including tack welder	345.00	657.10	1002.10
(ix) Operator Concrete Pump	345.00	657.10	1002.10
(x) Bricklayer's Labourer	333.60	664.70	998.30
Plasterer's Labourer	333.60	664.70	998.30
Assistant Powder Monkey	333.60	664.70	998.30
Assistant Rigger	333.60	664.70	998.30
Demolition Worker (after three months' experience)	333.60	664.70	998.30
Gear Hand	333.60	664.70	998.30
Pile Driver	333.60	664.70	998.30
Tackle Hand	333.60	664.70	998.30
Jackhammer Hand	333.60	664.70	998.30
Mixer Driver (concrete)	333.60	664.70	998.30
Steel Erector	333.60	664.70	998.30
Aluminium Alloy Structural Erector	333.60	664.70	998.30
Gantry Hand or Crane Hand	333.60	664.70	998.30
Crane Chaser	333.60	664.70	998.30
Concrete Gang including Concrete Floater	333.60	664.70	998.30
Steel or Bar Bender to pattern or plan	333.60	664.70	998.30
Concrete Formwork Stripper	333.60	664.70	998.30
Concrete Pump Hose Hand	333.60	664.70	998.30

(xi) Builder's Labourers employed on work other than specified in classifications (i) to (x)	998.30

(2) Special Payment:

(a) A special payment of $40.78 per week shall be paid to all employees covered by this award and shall be regarded as part of the "total rate" for all purposes.

(b) For the purpose of calculating the rate of wage payable to an apprentice the special payment prescribed in paragraph (a) hereof shall be deemed to be part of the tradesman's total rate.

(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) Tool Allowance: (Per Week)

	$
(a) Bricklayers and Stoneworkers	15.60
(b) Plasterers	18.20
(c) Carpenters and Joiners	22.10
(d) Joiners - Assembler A or B	11.10
(e) Plumbers	22.10
(f) Painters	5.40
(g) Signwriters	5.40
(h) Glaziers	5.40

Note 1: The tool allowance prescribed in paragraphs (a) to (h) inclusive of this subclause, each include an amount of 5 cents for the purpose of enabling the employees to insure their tools against loss or damage by theft or fire.

Note 2: The abovenamed allowances shall not be paid where the employer supplied the employee with all necessary tools.

(5) Construction Allowance: (per week) $21.02. An employee shall not be entitled to this construction allowance except when required to work "on site" on any work in connection with the erection or demolition of a building or to carry out work which the employer and the union agree is construction work or in default of agreement, that is so declared by the Board of Reference.

(6) Casual Employees:

A casual employee as defined in Clause 6. - Definitions of this award, shall be paid a loading of 20 per cent in addition to the rates to which he/she is otherwise entitled pursuant to this clause.

(7) The minimum rates of pay and conditions of employment applicable to trainees will be those set out in Schedule E – National Training Wage of the *Joinery and Building Trades Award 2020* as amended from time to time. Provided that any reference to “this award” in Schedule E to the *Joinery and Building Trades Award 2020* is to be read as referring to the *Building Trades and Labourers (General) Award*.

Note: The *Joinery and Building Trades Award 2020* is a modern award that applies to employers and employees in the national industrial relations system. The rates of pay for trainees are usually adjusted from 1 July each year.

10A. - 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00555

Case and Box Makers' Award, 1952

6. - 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 $	Arbitrated Safety Net Adjustment $	Total Minimum Weekly Rate (38 Hours) $
1			998.30
2			998.30
3	364.60	633.70	998.30
4	385.50	630.90	1016.40
5	417.20	641.70	1058.90
6	438.10	649.10	1087.20

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

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

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

(2)

	CLASSIFICATION:	GROUP
1	Sawyer planking out and flitching to size	5
2	Stub edger and/or No. 1 Bench	5
3	Other breaking down bench sawyers	4
4	Band re-sawyer	
(i)	Large - using blade over 7.62cm	4

(ii)	Small - using small blade not over 7.62cm	3
5.	Tailer-out on breaking down benches	3
6.	Tailer-out other benches	2
7.	Case bench sawyer and/or docker	2
8.	Wood and case machinist	2
9.	Case & Box makers for repairers (Manual)	3
10 (i)	Saw Doctor	5
(ii)	Saw Doctor Special Skills	6
11.	Saw Sharpener	4
12.	Hoop iron and/or wiring bench band	3
13.	Pallet maker	3
14.	Cable drum and/or reel maker assembler and/or finisher	3
15.	Woodmachining Section -	
(a)	Two, three, or four sider planer, who is required to set up the machine and then only from such time as he/she is required so to act	5
(b)	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
(c)	Buzzer - when required to do other than planning 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
(d)	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
(e)	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
(f)	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
(g)	Thicknesser who is required to set up the machine but is only required to plane timber all round and then only from such time as he/she is required so to act	3
(h)	Thicknesser who is not required to set up the machine and only plane timber all round, and then only from such time as he/she is required so to act	3
CLASSIFICATION:		GROUP
(i) (i)	Shaper	5
(ii)	who is not required to set up the machine and is only required to operate the machine with automatic feed	3
(j) (i)	Double End Tenoner who is required to set up the machine and then only from such time as he/she is required so to act	5
(ii)	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
(k) (i)	Multiple boring machine who is required to set up the machine and then only from such time as he/she is required so to act	3
(ii)	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
16(a)	Watchperson	2
(b)	Gatekeeper, who is required to do administrative duties	4
17.	Stacker for seasoning by means of stripping or other recognised method	2
18.	Mill or yard hand (as defined)	1
19.	Other unclassified adults	1
20.	Case and Box maker for repairer (manual) who is responsible for making up client's orders, also who is responsible for receiving client's goods, and then only from such time as he/she is required so to act	3
21(a)	Tallyperson who is responsible for making up of clients' orders for delivery	4
(b)	Tallyperson other than (a)	3
22.	Person who is responsible for setting up and operating the crate washing machine	3
23.	Tailer out to crate washing machine.	2
24.	Pendant crane operator whose duties also require to tally	3
25.	Pendant crane operator	3

(3) Junior Employees:

An employee who is less than 19 years of age and who is not an apprentice shall receive a percentage of the total minimum award rate prescribed for Group 1 in subclause (1) of this clause.

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

(4) Apprentices:

An apprentice will receive a percentage of the total minimum award rate prescribed for Group 5A in subclause (1) of this clause.

	Four year term
First year	50%

Second year	60%
Third year	75%
Fourth year	90%

6A. - 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00556

Catering Employees and Tea Attendants (Government) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

22. - WAGES

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

(1)

(a) Classifications:	Minimum Weekly Rate (per week) $

(1)	Chef	1075.20
(2)	Qualified Cook	1038.20
(3)	Cook Employed Alone	1013.50
(4)	Other Cooks	1008.70
(5)	Bar Attendant	1012.90
(6)	Waiter	1002.60
(7)	Steward	1002.60
(8)	Cashier	1012.90
(9)	Counterhand	1002.60
(10)	Tea Attendant	998.30
(11)	Kitchenhand	998.30
(12)	General Hand	998.30

(2) A casual employee must be paid a loading of 50% for each hour worked.

(3) A part-time employee must be paid a loading of 15% for each hour worked.

(4) In addition to the above wage rates service pay will be paid for each year of service at the following rates per week

Year 1	$95.30
Year 2	$104.00
Year 3 and thereafter	$111.80

(5) Leading Hands -

An employee (other than a Chef) who is appointed and placed in charge of other employees by the employer shall be paid the following rates in addition to their normal wage per week:-

(a)	If placed in charge of less than six employees	$15.80
(b)	If placed in charge of six to ten employees	$21.30
(c)	If placed in charge of 11 to 20 employees	$24.50
(d)	If placed in charge of more than 20 employees	$41.00

2026 WAIRC 00557

Child Care (Out of School Care - Playleaders) 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 $998.30 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 $998.30 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 2026.

(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 2026

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 $828.90 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 $828.90 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 2026.

(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.

22. - SALARIES

(1) The minimum weekly rate of salary payable to persons employed pursuant to this subclause, operative from the beginning of the first pay period commencing on or after 1 July 2026 shall be:

		$ (Per Week)	$A.S.N.A.	TOTAL $ WAGE
(a)	Playleader			
	Level One (Uncertificated Employee)			
	Step I	412.60	615.90	1028.50
	Step II	422.00	619.10	1041.10
	Step III	431.50	622.50	1054.00
	Level Two (Completed Stage One)			
	Step I	431.50	622.50	1054.00
	Step II	441.00	626.00	1067.00
	Level Three (Completed Stage Two)			
	Step I	441.00	626.00	1067.00
	Step II	450.50	629.20	1079.70
	Level Four (Completed Stage Three or equivalent)			
	Step I	450.50	629.20	1079.70
	Step II	460.00	632.40	1092.40
	Level Five (Completed Course or equivalent)			
	Step I	469.50	642.10	1111.60
	Step II	482.50	647.60	1130.10
	Step III	494.25	653.05	1147.30
	Step IV	506.00	658.20	1164.20
(b)	Supervisor Playleader			
	Level One (Uncertificated)			
	Step I	487.10	649.60	1136.70
	Step II	498.10	654.50	1152.60
	Step III	509.80	659.90	1169.70
	Level Two (Completed Stage One)			
	Step I	509.80	659.90	1169.70
	Step II	521.20	662.10	1183.30
	Level Three (Completed Stage Two **)**			
	Step I	521.20	662.10	1183.30
	Step II	532.60	667.10	1199.70
	Level Four (Completed Stage Three or Equivalent)			
	Step I	532.60	667.10	1199.70
	Step II	544.00	672.10	1216.10
	Level Five (Completed Course or Equivalent)			

Step I	555.40	677.00	1232.40
Step II	569.00	686.10	1255.10
Step III	583.10	692.20	1275.30
Step IV	591.50	695.90	1287.40

(2) (a) "Completed Course" refers to a Playleader or Supervisor Playleader who has completed the Certificate in Human Services (Playleading) or, alternatively, has completed course equivalents as referred to in paragraphs (d) and (e) of this subclause.

(b) "Level Two" refers to a Playleader or Supervisor Playleader who has completed Stage One of the Certificate in Human Services (Playleading).

(c) "Level Three" refers to a Playleader or Supervisor Playleader who has completed Stage Two of the Certificate in Human Services (Playleading).

(d) "Level Four" except as provided for in paragraph (e) of this subclause, refers to a Playleader or Supervisor Playleader who has completed Stage Three of the Certificate in Human Services (Playleading) or has completed the following courses:

(i) Associate Diploma of Social Science (Child Care); or

(ii) Child Care Certificate; or

(iii) Nursery Nurses Examination Board (NNEB); or

(iv) Mothercraft Nurse; or

(v) a teaching qualification; or

(vi) a degree in psychology which includes study in the area of child development.

(e) "Level Five" refers to a Playleader or Supervisor Playleader who has completed the Certificate in Human Services (Playleading) or has completed one of the following courses:

(i) Bachelor of Arts (Recreation); or

(ii) Bachelor of Arts (Children's Studies)

or, alternatively, has the following combination of qualifications and experience:

(iii) a Playleader or Supervisor Playleader with any of the qualifications specified in subclause (2)(d)(i) to (2)(d)(vi) herein; and

(iv) 12 months experience in Out of School Hours Care.

(3) (a) Except as provided hereunder, in paragraphs (c) and (d), of this subclause, progression from Step to Step for a Playleader and Supervisor Playleader will be contingent upon:

(i) 12 months service at each Step; and

(ii) satisfactory performance at each Step.

(b) On completion of each stage of the Certificate in Human Services (Playleading) course the rate of pay for a Playleader and Supervisor Playleader shall move to the next highest rate of pay within the relevant Level, e.g. a Playleader or Supervisor Playleader at Level One, Step I who completes Stage One of the Playleader's course, shall, upon completion of that stage, move immediately to the Level Two, Step I rate, whereas a Playleader or Supervisor Playleader at the Level One, Step III rate who completes Stage One of the course shall, upon completion of that stage move to Level Two, Step II rate.

(c) For a Playleader or Supervisor Playleader on rates of pay between Level One, Step III and Level Five, Step I, the rate of progression shall be dependant on the Stage of the course completed and the period of time since the employee's last increase. Where the employee has already received an increase in the 12 month period prior to their anniversary date through completion of a stage of the course then he/she will not receive an annual increment within that Level until such time as 12 months has lapsed since receiving the last increase.

(d) Except as provided for in subclause (2)(e) of this clause, where a Playleader or Supervisor Playleader has not received an increment in the 12 month period prior to their anniversary date and there is a remaining increment in that Level then he/she will receive that increment on their anniversary date subject to paragraph (a) of this subclause.

(4)

	$E12 Jun 96.	$F22 Aug 96	A.S.N.A.	TOTAL WAGE$
Co-ordinator - Level One				
Step I	591.50	591.50	695.90	1287.40
Step II	619.60	619.60	708.40	1328.00
Step III	642.10	642.10	718.10	1360.20
Step IV	659.55	672.60	728.90	1401.50
Step V	684.70	704.00	742.70	1446.70
Co-ordinator - Level Two				
Step I	659.60	672.60	728.90	1401.50
Step II	687.85	704.00	742.70	1446.70
Step III	709.85	729.50	754.10	1483.60

Step IV	719.70	744.30	760.50	1504.80

(a) Co-ordinator Level One with two or three years training or relevant experience enters Step I and exits Step IV.

(b) Co-ordinator Level One with four years training enters Step II and exits Step IV.

(c) Co-ordinator Level Two with two or three years training or relevant experience enters Step I and exits Step III.

(d) Co-ordinator Level Two with two or three years training or relevant experience enters Step II and exits Step IV.

(e) "Training" in terms of a Coordinator Level One and Level Two shall be considered to be in line with training as specified for Playleader and Supervisor Playleader.

(f) "Relevant Experience" in terms of a Coordinator Level One and Level Two shall be considered to be in line with that specified for Playleader and Supervisor Playleader, subject to paragraph (g) of this subclause.

(g) In addition to the grading, level of training and/or experience relevant to determining the appropriate level of pay for a Coordinator Level One and Coordinator Level Two in accordance with this clause, an employer may advance a Coordinator Level One or Coordinator Level Two beyond the steps or increments provided for taking into account any factor relevant to the exercise of increased skill and responsibility.

(h) Progression from Step to Step for a Coordinator Level One and Coordinator Level Two will be contingent upon:

(i) 12 months service at each Step; and

(ii) satisfactory performance at each Step.

(5) (a) The rates payable to persons pursuant to Column E of subclause (4) shall be operative from the beginning of the first pay period commencing on or after 12 June 1996.

(b) The rates payable to persons pursuant to Column F of subclause (4) shall be operative from the beginning of the first pay period commencing on or after 22 August 1996.

(6) Junior Rates

An employee, under the age of 21 years, employed pursuant to this award shall be paid a percentage of the rate applicable to an adult employee in an equivalent classification according to the relevant experience and qualification:

	%
At 17 years of age	60
At 18 years of age	75
At 19 years of age	85
At 20 years of age	95
Thereafter the adult rate	

(7) A casual employee, as defined in Clause 4. - Definitions of this award, shall, in addition to the ordinary hourly rate of wage prescribed for the classification of work performed, receive a loading of 20%.

(8) 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 the employee is appointed and paid.

(9) It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any Order of the Western Australian Industrial Relations Commission in the implementation of the minimum rates adjustment on or after the 22nd August, 1994.

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

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

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

(11) Wage relativities in the Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917) and the establishment of a Key Minimum Classification Rate for the Qualified Child Care Giver (73 WAIG 101 and 74 WAIG 2161).

2026 WAIRC 00558

Child Care (Subsidised Centres) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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

The total minimum weekly rate of wage payable to persons employed pursuant to this award shall be:

			$ (Per Week)	A.S.N.A. $	TOTAL WAGE
(1)	(a)	Child Care Support Employee - Grade One - Cleaner	412.60	615.90	1028.50
		Child Care Support Employee - Grade One - Kitchen Hand	419.30	618.20	1037.50
		Child Care Support Employee - Grade Two			
		Step I	423.50	619.70	1043.20
		Step II	431.80	622.70	1054.50
		Child Care Giver			
		Step I	412.60	615.90	1028.50
		Step II	422.00	619.10	1041.10
		Step III	431.50	622.50	1054.00

	Step IV	441.00	626.00	1067.00
	E Worker			
	Step I			1088.70
	Step II			1099.50
	Qualified Child Care Giver			
	Step 1A	488.00	650.30	1138.30
	Step 1B	506.00	658.20	1164.20
	Step II	520.40	661.50	1181.90
	Step III	534.60	668.10	1202.70
	Step IV	549.10	674.40	1223.50
(b)	Assistant Director - Grade One			
	Step I	556.90	677.80	1234.70
	Step II	562.40	680.10	1242.50
	Step III	570.00	686.60	1256.60
	Assistant Director - Grade Two			
	Step I	562.40	680.10	1242.50
	Step II	570.00	686.60	1256.60
	Step III	577.50	689.60	1267.10
	Assistant Director - Grade Three			
	Step I	570.00	686.60	1256.60
	Step II	577.50	689.60	1267.10
	Step III	591.50	695.90	1287.40
(c)	Childrens Programme - Co-ordinator (Family Centre)			
	Step I	506.00	658.20	1164.20
	Step II	519.60	661.20	1180.80
	Step III	549.10	674.40	1223.50
	Step IV	572.60	687.80	1260.40
	Step V	598.10	698.60	1296.70
	Step VI	621.70	709.30	1331.00
	Step VII	651.20	722.40	1373.60
	Step VIII	683.60	733.80	1417.40
(d)	Qualified Occasional Care/Limited Time (State Government)			
	Step 1A	15.62	20.81	36.43
	Step 1B	16.19	21.06	37.25
	Step II	16.65	21.17	37.82
	Step III	17.11	21.38	38.49
	Step IV	17.57	21.58	39.15

(2) (a) Except as provided hereunder, in paragraphs (b) and (d) of this subclause progression from step to step for Child Care Support Employees Grade One and Two, Child Care Giver, Qualified Child Care Giver, Qualified Occasional Care/Limited Time (State Govt), Childrens Programme Co-Ordinator (Family Centre), Assistant Director Grade One, Assistant Director Grade Two, Assistant Director Grade Three and Pre-School Teacher will be contingent upon:

(i) 12 months' service at each step; and

(ii) satisfactory performance at each step.

(b) An employee employed as a Child Care Giver on completion of an introductory child care course shall immediately progress by one additional step beyond that previously determined in accordance with paragraph (a) of this subclause. Additional steps shall be determined in accordance with paragraph (a) of this subclause.

(c) An employee under the age of 21 years who is employed as a Child Care Giver shall be paid a percentage of the rate applicable to an adult employee, taking into account the provisions for progression specified in paragraphs (a) and (b) of this subclause. The percentages of the adult rate shall be:

	% of adult rate
At or under 16 years of age	50
At 17 years of age	60
At 18 years of age	75
At 19 years of age	85
At 20 years of age	95
Thereafter the adult rate	

(ca) An employee who is identified as an E Worker shall be a person who is required to exercise supervision of an infant or toddler area in accordance with the Community Services (Child Care) Regulations ("the Regulations") 1988. At the completion of twelve months satisfactory service that person shall be paid the Step II rate.

(d) An employee at Step IA Qualified Child Care Giver and Step IA Qualified Occasional Care/Limited Time (State Govt.) shall be a person with no previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.

(e) An employee at Step IB Qualified Child Care Giver and Step IB Qualified Occasional Care/Limited Time (State Govt.) shall be a person with previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.

(f) A person who is appointed Assistant Director Grade One, Assistant Director Grade Two or Assistant Director Grade Three will be appointed in accordance with the relevant grades outlined in Clause 27. - Classification Definitions and Skill Descriptors subclause (4) of this award, provided that an employer may appoint an Assistant Director to a higher grade.

(g) Where an employee is appointed to act as the Director of a Centre for more than four days, they shall be paid for the whole of that period as Director according to their level of qualification.

(3) Pre-School Teachers:

(a) Salary Level	$ (per annum)	A.S.N.A.$	$ (TOTAL WAGE)	$ (per week)
Step I	27105	34493	61598	1180.80
Step II	28644	35182	63826	1223.50
Step III	29975	35917	65892	1263.10
Step IV	31201	36443	67644	1296.70
Step V	32432	37002	69434	1331.00
Step VI	33971	37685	71656	1373.60
Step VII	35661	38280	73941	1417.40
Step VIII	37044	38879	75923	1455.40
Step IX	38171	39375	77546	1486.50
Step X	39710	40058	79768	1529.10
Step XI	41243	40742	81985	1571.60

(b) Three year trained teacher holding a Diploma of Teaching, or equivalent, or a teacher holding a University Degree (other than a Bachelor of Education):

Enter Step I

Exit Step VII

(c) Teacher holding:

(i) University degree and Diploma of Education; or

(ii) University degree and Teacher's Certificate; or

(iii) Bachelor of Education degree

Enter Step III

Exit Step XI

(d) Teacher holding the qualifications outlined in (c) above plus a second degree or higher degree such as a graduate diploma or a degree at honours level:

Enter Step IV

Exit Step XI

(4) (a) The minimum weekly rate of wage payable to persons employed as Director, shall be:

	$ (per week)	$ (A.S.N.A.)	$ (TOTAL WAGE)
Step I	591.50	695.90	1287.40
Step II	619.50	708.40	1327.90
Step III	642.10	718.10	1360.20
Step IV	672.60	728.90	1401.50
Step V	704.00	742.70	1446.70
Step VI	729.50	754.10	1483.60
Step VII	744.30	760.50	1504.80
Step VIII	782.60	777.40	1560.00
Step IX	811.00	790.10	1601.10

(b) A Director will be graded in accordance with paragraphs (c) and (d) of this subclause.

(c) Within the grades of Director the following categories of progression shall apply:

(i) Director Grade One (as defined in Clause 27 of this award):

- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):

Enter Step I

Exit Step IV

- a Director with four year training (as defined in paragraph (e) of this subclause):

Enter Step III

Exit Step VI

(ii) Director Grade Two (as defined in Clause 27 of this award):

- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):

Enter Step III

Exit Step VI

- a Director with four year training (as defined in paragraph (e) of this subclause):

Enter Step V

Exit Step VIII

(iii) Director Grade Three (as defined in Clause 27 of this award):

- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):

Enter Step V

Exit Step VIII

- a Director with four year training (as defined in paragraph (e) of this subclause):

Enter Step VII

Exit Step IX

(d) In addition to the grading, level of training and experience relevant to determining the appropriate rate of pay for a Director an employer may advance a Director beyond the steps/increments provided for, taking into account such factors as:

(i) number of sites supervised, size of centre(s) including number of places centre(s) licensed to cover and/or total number of children taken into care; and/or

(ii) hours of operation of the centre; and/or

(iii) other factors relevant to the exercise of increased skills and responsibilities by the Director.

(e) "Two year, three year and four year trained" refers to a tertiary or post secondary qualification which is relevant to the position of Director. Where there is a dispute as to whether a qualification is relevant to the position of Director it shall be determined by the Western Australian Industrial Relations Commission.

(f) Except as provided hereunder, in paragraph (d) of this subclause progression from step to step for Director will be contingent upon:

(i) 12 months' service at each step; and

(ii) satisfactory performance at each step.

(5) On ceasing employment with an employer, the employee shall be given a written statement of the current Level and Step if appropriate and the date of commencement at that Level and Step to be passed on to the next employer.

It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the minimum rates 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.

Wage relativities in the Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917) and the establishment of a Key Minimum Classification Rate for the Qualified Child Care Giver (73 WAIG 101).

28. - SUPPORTED WAGE SYSTEM

(1) This clause defines the conditions which will apply to employees who, because of the effects of a disability are eligible for a supported wage under the terms of this award. In the context of this clause the following definitions will apply:

(a) “Supported Wage System” means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in “Supported Wage System: Guidelines and Assessment Process”.

(b) “Accredited Assessor” means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual’s productive capacity within the Supported Wage System.

(c) “Disability Support Pension” means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

(d) “Assessment instrument” means the form provided for under the Supported Wage System that records the

assessment of the productive capacity of the person to be employed under the Supported Wage System.

(2) Eligibility Criteria

(a) Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.

(b) This clause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this Award relating to the rehabilitation of employees who are injured in the course of their employment.

(c) (ii) Provided that this exclusion shall not prevent Services funded under Section 10 or 12A of the Act referred to in subparagraph (i) hereof, engaging persons who meet the eligibility criteria under the Supported Wages System, on work covered by this Award, where both parties wish to access the System and all other criteria are met.

(3) Supported Wage Rates

New Section's Body

(b) Provided that the minimum amount payable shall not be less than $113.00 per week.

(c) Where a person's assessed capacity is 10 per cent, they shall receive a high degree of assistance and support.

(4) Assessment of Capacity

For the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(a) the employer and the union party to the award, in consultation with the employee, or;

(b) the employer and an accredited assessor agreed to by the employer and the Union party to the award in consultation with the employee.

(5) Lodgement of Assessment Instrument

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where the union which is party to the award is not party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within ten working days.

(a) All assessment instruments under the conditions of this clause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Western Australian Industrial Relations Commission.

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where the union which is party to the award is not party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within ten working days.

(6) Review of Assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(7) Other Terms and Conditions of Employment

Where an assessment has been made the applicable percentage shall apply to the wage rate only. Employees covered by the provision of the clause will be entitled to the same terms and conditions of employment as all other employees covered by this award, but be paid at the rate of wage as determined in accordance with this clause.

(8) Workplace Adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve redesign of job duties, working time arrangements and work organisation in consultation with other employees in the area.

(9) Trial Period

(a) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

(b) During the trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

(c) The minimum amount payable to the employee during the trial period shall be no less than $113.00 per week.

(d) Work trials should include induction or training as appropriate to the job being trailed.

(e) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the assessment under subclause (4) of this clause.

(10) The conditions of employment, as agreed, to apply during a trial period or in a continuing employment relationship shall be documented, a copy of which shall be provided by the employer to the person employed in accordance with this clause.

2026 WAIRC 00559

Children's Services (Private) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

22. - WAGES

(1) The total minimum weekly rate of wage payable to persons employed pursuant to this award shall be:

	Classification	Pay Level	Relativity to C10	Per week $
(a)	Children Services Employee Level 1			
	Grade One			
	Cleaner	1.1	90.6%	1028.50
	Kitchen Hand	1.2	91.7%	1037.50
	Grade Two (Cook/Gardener)			
	On commencement	1.3	92.5%	1043.20
	after 1 year in the industry	1.4	93.9%	1054.50
(b)	Children Services Employee Level 2			
	on commencement	2.1	90.6%	1028.50
	after 1 year in the industry	2.2	92.2%	1041.10
	after 2 years in the industry	2.3	93.9%	1054.00
	after 3 years in the industry	2.4	95.5%	1067.00
	E worker			
	on commencement	2.5	98.3%	1088.70
	after 1 year in the industry	2.6	99.6%	1099.50
(c)	Children Services Employee Level 3			
	on commencement	3.1	100.0%	1105.20
	after 1 year in the industry	3.2	105.0%	1138.50
	after 2 years in the industry	3.3	110.0%	1169.60
	CSE Level 3 holding AQF Certificate IV	3.4	115.0%	1195.50
	CSE Level 3 holding AQF Diploma in Children's Services or CSE Level 3 who is an E Worker	3.5	Note 1	1226.30

Note 1**:** Pay Level 3.5 is fixed at the mid-point between the Level 3.3 rate and the Level 4.1 rate

			Relativity to C5	
(d)	Children Services Employee Level 4			
	on commencement	4.1	100.0%	1282.90
	after 1 year in the industry	4.2	102%	1300.10
	after 2 years in the industry	4.3	104%	1316.70
(e)	Children Services Employee Level 5			
	on commencement	5.1	106.1%	1334.60
	after 1 year in the industry	5.2	108.1%	1351.60
	after 2 years in the industry	5.3	110.1%	1368.30
	Note: An Assistant Director who holds an Advanced Diploma (AQF 6) must be paid no less than	5.4	Note 2	1373.10

Note 2: Pay Level 5.4 has a 145% relativity to the pay level 3.1 [C10] rate.

(f)				
	Children Services Employee Level 6			
	Grade 1			
	on commencement	6.1	128.6%	1522.50
	after 1 year in the industry	6.2	130.6%	1539.70
	after 2 years in the industry	6.3	132.6%	1556.60
	Grade 2			
	on commencement	6.4	138.7%	1608.20
	after 1 year in the industry	6.5	140.3%	1621.70
	after 2 years in the industry	6.6	142.3%	1639.00
	Grade 3			
	on commencement	6.7	144.4%	1656.40
	after 1 year in the industry	6.8	146.4%	1673.50
	after 2 years in the industry	6.9	148.4%	1690.50

Note 3**:** A Director or Assistant Director who holds a Graduate Certificate in Child Care Management or equivalent will be paid an all-purpose allowance, calculated at 5% of the weekly rate for Assistant Director (Pay Level 5.3) ie 68.00

(g)	Pre-School Teachers			
	Step I	7.1	94.1%	1237.00
	Step II	7.2	100.0%	1282.90
	Step III	7.3	105.5%	1328.90
	Step IV	7.4	110.2%	1365.30
	Step V	7.5	114.9%	1399.60

Step VI	7.6	120.8%	1445.60
Step VII	7.7	127.2%	1495.90
Step VIII	7.8	132.5%	1537.20
Step IX	7.9	137.2%	1574.10
Step X	7.10	143.1%	1620.10
Step XI	7.11	149.0%	1666.00

(EDIT NOTE: The all-purpose allowance in Note 3 of subclause (1)(f) is automatically adjusted following any change in the weekly rate of the Assistant Director, level 5.3.)

(2) Acting Positions

Where an employee is appointed to act as the Director of a Centre or Supervising Officer pursuant to the relevant child care regulations, he/she shall be paid for the whole of that period as Director or Supervising Officer.

(3) Incremental Progression

(a) Progression from one level to the next within a classification is subject to a children's services employee meeting the following criteria:

- competency at the existing level;
- 12 months experience at that level (or in the case of employees employed for 19 hours or less per week, 24 months' experience) and in-service training as required;
- demonstrated ability to acquire the skills which are necessary for advancement to the next pay point level.

(b) Where an employee is deemed not to have met the requisite competency at their existing level at the time of appraisal, his/her incremental progression may be deferred for periods of three months at a time provided that:

- the employee is notified in writing as to the reasons for the deferral;
- the employee has, in the twelve months leading to the appraisal, been provided with in-service training required to attain a higher pay point;
- following any deferral, the employee is provided with the necessary training in order to advance to the next level.

(c) Where an appraisal has been deferred for operational reasons beyond the control of either party, and the appraisal subsequently deems the employee to have met the requirements under this clause, any increase in wage rates will be back paid to the 12 month (or 24 month) anniversary date of the previous incremental progression.

(d) An employee whose incremental advancement has been refused or deferred may seek to have the decision reviewed by lodging a written request through the dispute resolution procedure in Appendix – Resolution of Disputes Requirement of this award. If the review is successful, then the incremental advancement will be backdated to the original due date. The review process must be completed within two months of the request for the review being made.

(e) An employee employed as a CSE Level 2 on completion of an accredited introductory child care course shall immediately progress by one additional level beyond that previously determined in accordance with subclause (3)(a) of this clause. Additional steps shall be determined in accordance with subclause (3)(a) of this clause.

(f) On ceasing employment, the employee shall be given a written statement of the current level and step and the date of commencement at that level and step.

(4) Junior Rates

An employee under the age of 21 years who is employed as a Children Services Employee Level 2 shall be paid a percentage of the rate applicable to an adult employee, taking into account the provisions for progression specified in subclauses (3)(a) and (3)(b) of this clause. The percentages of the adult rate shall be:

Percentage of adult rate	**%**
At or under 16 years of age	50
At 17 years of age	60
At 18 years of age	75
At 19 years of age	85
At 20 years of age	95
Thereafter the adult rate	

(5) 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.

(6) Translation arrangements and Savings provision

(a) Savings

No employee shall suffer a reduction in wages and/or allowances as a result of the insertion of the new classification structure into this award on 23 March 2006.

(b) Commencement

Subject to Principle 12 of the Commission's *Statement of Principles*, the provisions of this clause and the provisions of Schedule C, the rates of pay set out in this award will apply from the first full pay period to commence on or after 23 March 2006.

(c) Translation

(i) An employee whose duties fall within the classification structure set out in this award should confer with his or her employer and seek to reach agreement on the translation of the employee to the terms of this award.

(ii) Employees will translate to the new classification structure on the basis of the following principles:

- Except where otherwise provided in this clause, where an existing employee is appointed to a higher classification than they currently enjoy, they will translate to the "on commencement" rate for that classification;
- Where an existing employee retains their existing classification, they will retain their current incremental position in that classification based on their years of experience in the industry;
- New employees, or current employees who are subsequently reclassified to a higher grade, will be paid at the "on commencement" rate for the classification to which they are appointed and will progress through the scale according to the factors listed in subclause (3) of this clause.

(iii) Despite subclause (6)(c)(ii) of this clause:

- Existing Child Care Giver employees will be classified according to their duties and their years of experience in the industry. Thus an existing Child Care Giver employee with more than two years experience will be classified at the new CSE Level 2.3. A Child Care Giver employee with more than one year but less than two years experience will be classified at the new CSE Level 2.2.
- Existing Child Care Giver employees will be classified as either CSE Level 2 or CSE Level 3 employees depending on their qualifications and/or duties and their experience in the industry. A Child Care Giver Employee without Certificate III will normally be classified at CSE Level 2, unless they have been previously recognised by the employer as having the knowledge or experience to perform CSE Level 3 duties, in which case they will be classified as CSE Level 3. Both will be entitled to immediate recognition of their years of experience in the industry (ie. a Certificate III employee with more than two years of experience will be classified at the new CSE Level 3.3).
- Existing E Worker employees will be classified at the new CSE Level 3.5.
- Existing Qualified Child Care Giver employees will, depending on their qualifications and/or duties and their experience in the industry, be classified as either CSE Level 4.1, 4.2 or 4.3. Each will be entitled to immediate recognition of their years of experience in the industry at this level.
- Existing Assistant Director employees will, depending on their qualifications and/or experience in the industry, be classified as either Assistant Director pay level 5.1, 5.2, 5.3 or 5.4. Each will be entitled to immediate recognition of their years of experience in the industry
- Existing Director employees will, depending on the number of children the service is licensed for be classified as either Director Grade 1, Director Grade 2 or Director Grade 3. Each will be entitled to immediate recognition of their years of experience in the industry. No director shall suffer a loss of pay as a result of the transition to the new classification structure. Any employee who would suffer a loss of pay as a result of the transition to the new classification structure shall maintain their rate of pay as immediately prior to 23 March 2006.

(d) Where the employee's current rate of pay is below the rate of pay specified in this Award for the classification appropriate to the employee, the following provisions will apply:

(i) From the first full pay period to commence on or after 23 March 2006, the employee must be paid (in addition to the employee's current rate of pay) $20 per week extra or the appropriate classification rate for the employee ("the first instalment", which incorporates the *State Wage Case – 4 July 2005* decision adjustment).

(ii) From the first full pay period to commence on or after 23 September 2006, the employee must be paid (in addition to the employee's current rate of pay), a further $20 a week extra or the appropriate classification rate for the employee ("the second instalment).

(iii) From the first full pay period to commence on or after 23 March 2007, the employee must be paid a

further $20 a week extra or the appropriate classification rate for the employee ("the third instalment").

(iv) From the first full pay period to commence on or after 23 September 2007, the employee must be paid the balance of any increase required to achieve the appropriate classification rate ("the final instalment").

(e) The employer and employee can agree to earlier implementation dates for wage increases than those set out in subclause (6)(d) of this clause.

(f) In the event that the employer and the employee cannot reach agreement as envisaged by subclause (6)(c) of this clause, or in the event that a dispute arises as to the transitional arrangements referred to in this clause, the procedures specified in Appendix – Resolution of Disputes Requirement, must be followed.

(g) Despite subclause (6)(f) of this clause and Appendix – Resolution of Disputes Requirement of this award:

(i) An award respondent or group of respondents may apply to the Commission pursuant to Principle 12 of the Commission's *Statement of Principles* to seek variation to the phase-in period for the new minimum rates of pay provided for in this award;

(ii) A Board of Reference shall be established from time to time for the purpose of resolving any dispute or difficulty or likely dispute or difficulty in the application of subclause (6)(c)(ii) of this clause. The Board shall be constituted by a Chairperson who shall be a member of the Western Australian Industrial Relations Commission and at least two other members, one of whom is nominated by the Liquor, Hospitality and Miscellaneous Union and the other nominated by the employer respondent to the award affected by the dispute or difficulty or likely dispute or difficulty. Before proceedings commence, the Chairperson shall seek undertakings from the parties appearing before the Board that any decision, subject to the terms of the Act, shall be final. Any decisions of a Board of Reference made pursuant to this clause shall be reduced to writing and published by the Chairperson.

(h) A translation table appears as Schedule C to this award.

2026 WAIRC 00560

Children's Services (Government) Award 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 $998.30 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 $998.30 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 2026.

(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 2026

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 $828.90 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 $828.90 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 2026.

(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.

16. - SALARIES AND WAGES

(1) Column B will apply to employees of a College who are not ordinarily required to work during term or semester vacations. Such employees will be eligible for payment pursuant to Clause 17. - College Vacations Periods of this Award. Column A will apply to all other employees.

(2) The weekly rate of wage payable to persons employed pursuant to this award, shall be:

(a) Qualified Child Care Giver

	Column A$(Per Week)	Column B$(Per Week)
Step IA	1138.30	1097.40
Step IB	1164.20	1124.90
Step II	1181.90	1142.00
Step III	1202.10	1161.30
Step IV	1223.50	1181.30

(b) Senior Qualified Child Care Giver

Column A*

Base Rate$	Arbitrated Safety Net Adjustments$	Total Rate$
545.50	741.90	1287.40

* (Interim adjustment pending further hearings and adjustments)

(c) Senior Qualified Child Care Giver

Column B*

Base Rate$	Arbitrated Safety Net Adjustments$	Total Rate$
519.26	723.34	1242.60

* (Interim adjustment pending further hearings and adjustments)

(d) Child Care Giver

	Column A $	Column B $
Step I	1044.70	1013.50
Step II	1055.60	1023.60
Step III	1065.60	1033.50
Step IV	1080.00	1047.10

(f) Child Care Support Employee

	Column A $	Column B $
1st year of experience	1049.20	1017.80
2nd year of experience	1059.80	1027.80
3rd year of	1069.90	1037.50

experience		
4th year of experience	1083.80	1050.60

(g) The minimum weekly rate of wage shown in paragraphs (a), (d) and (f) of this subclause are inclusive of a base rate and supplementary payment reflecting relativities established as a result of a Minimum Rates Adjustment (76 WAIG 159).

(3) Except as provided hereunder, progression from step to step for Qualified Child Care Giver and Child Care Giver will be contingent upon:

(a) 12 months' service at each step; and

(b) satisfactory performance at each step.`

(4) An employee may be employed as a casual if that employment is for a period of less than four weeks, in which case the employee shall be paid a loading of 20 percent in addition to his/her base rate in lieu of the provisions of Clauses 11. - Public Holidays, 12. - Annual Leave and 13. - Sick Leave of this award.

(5) (a) An employee at Step IA Qualified Child Care Giver shall be a person with no previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.

(b) An employee at Step IB Qualified Child Care Giver shall be a person in their first year of experience as a Qualified Child Care Giver, who has previous experience in the industry. At the completion of 12 months' satisfactory performance that person shall be paid at the Step II rate.

(6) On ceasing employment with an employer, the employee shall be given a written statement of the current Level and Step if appropriate and the date of commencement at that Level and Step to be passed on to the next employer.

(7) On commencing employment with an employer a Qualified Child Care Giver, Child Care Aide, Cook or Senior Qualified Child Care Giver shall, within the appropriate classification be paid at the step or year of experience within the appropriate classification whichever is relevant, recognising their previous experience in the children's services industry.

(8) The weekly salary shall be divided by 38 per week for Child Care Givers and Child Care Support Employees and for other employees by 37.5 for the purposes of adjustment of payment of an hourly rate. For the purposes of adjustment to an annual salary the weekly rate shall be multiplied by 52.167.

(9) It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the Minimum Rates Adjustments.

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

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

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

(11) Deleted

(12) The wage relativities in the Award have been established in accordance with the State Wage Case Decision of 1989 [1989] 69 WAIG 2917).

(13) DEFINITIONS AND SKILL DESCRIPTORS

(a) **Child Care Support Employee**

Definition: An untrained ancillary employee who is employed to undertake cooking duties.

Skill Descriptor: Such an employee may:

- work under routine supervision either individually or in a team environment;

- be responsible for assuring the quality of the employee's own working subject to routine supervision;

- be required to exercise discretion during the course of their own work.

(b) **Child Care Giver**

Definition: An **employee** at this level shall be an unqualified employee working under routine supervision, engaged to assist in the supervision and care of children and generally to assist in the functioning of the centre.

Skill Descriptor: Responsibilities of a Child Care Giver may include the following:

- Is able to perform routine duties requiring the exercise of knowledge and skills at a primary level.

- Maintain a clean, hygienic environment

- Maintain and attend to personal hygiene of children

- Attend to nutritional needs of children

- Respond to child's apparent ill -health

- Respond to accident, emergency or threat

- Implement routines which enhance well being
- Interact positively and appropriately with children
- Participate in the planning and preparation of programmes
- Assist to prepare an environment based on programme requirements
- Assist in the implementation of programmes
- Contribute to team approach
- Seek to further professional development
- Liaise appropriately with parents
- Uphold the Centre's philosophy
- Participate in appropriate administrative process
- Contribute to maintenance and care of buildings and equipment
- Implement Centre policies and procedures.
- Assisting in the facilitation of programmes suited to the needs of individual children and groups
- Provide input to trained staff by observations of individuals children and groups
- Work under direction with individual children with special needs.

(c) Qualified Child Care Giver:

Definition: shall mean an employee who holds the qualification of Associate Diploma Social Science (Child Care) or an **approved** equivalent qualification which is recognised and approved by the Child Care Services Board authorising the employee to be in charge of children 0-6 years and who is so appointed.

Qualified Child Care Giver shall also include persons who do not hold approved qualifications but who have obtained an exemption from the Child Care Services Board to work at this level and who are so appointed.

Skill Descriptor: The **responsibilities** of a Qualified Child Care Giver may include the following

- Ensure the Centre or Service's policies are adhered to
- Ensure the maintenance of a safe working environment
- Display various methods and techniques of child management and where appropriate guide the Child Care Giver in the same
- Direct other staff members as required
- In conjunction with the Coordinator or Senior Qualified Child Care Giver or Medical staff develop, implement, monitor and review developmental programmes
- Display an ability to relate to people from various multicultural backgrounds
- Assist the Coordinator or Senior Qualified Child Care Giver with the assessment of students on placement
- Where appointed work as the person in charge of a group of children in the age range 0-6 years
- Possesses observational skills in excess of an experience Child Care Giver and the ability to programme for a child's development based on these observations. Where appropriate undertake developmental assessments.
- Participate in a team approach to deliver of the programme and if appropriate advise Child Care Givers on reasons for the programme
- Possesses the ability to formulate and implement a child's special needs programme
- Liaise with parents
- Initiate changes to the children's programmes including special needs programmes
- Develop, implement, evaluate and maintain daily routines independently
- Provide advice to Coordinator, Senior Qualified Child Care Giver or Medical staff on the needs of the service.
- Demonstrate the ability to impart knowledge and skills where appropriate to parents, students, and/or other members of the health care team and referral agencies.
- Where appropriate provide support to the family, the support network, and other health professionals.
- Where appropriate, conduct visits to clients home to undertake developmental assessments

(d) Senior Qualified Child Care Giver

Definition: a Senior Qualified Child Care Giver shall mean a Qualified Child Care Giver appointed to carry out administrative duties in addition to the normal duties of a Qualified Child Care Giver. An employee at this level shall hold qualifications as defined for Qualified Child Care Giver and shall be responsible for the overall

implementation and coordination of programme(s).

Skill Descriptor: A Senior Qualified Child Care Giver shall be competent to perform work above and beyond the level of a Qualified Child Care Giver. In addition to the normal duties of a Senior Qualified Child Care Giver the responsibilities of a Senior Qualified Child Care Giver may include the following:

- To co-ordinate the developmental programme(s) or therapeutic milieu
- To take referrals from professional health agencies.
- To explain the function and role of the service to other agencies and professional individuals.
- To supervise in-service training of staff.
- Where appropriate initiate programmes for parent/child activity groups.
- Where appropriate liaise with specialist staff (internal and external) on appropriate programmes for children with special needs.
- Participate in In-service education.
- Identification budgetary expenses for service including fund-raising where required.
- Ensure the daily operation of the centre complies with Licensing Regulations where appropriate.
- Handle child care enrolment enquiries and allocate places in accordance with Policy where appropriate.
- Act as a positive role model and care giver for staff, parents, students and children.
- Direct and supervises the duties of support staff, volunteers and students, and ensures that appropriate standards in care are maintained at all times.
- Arrange the placement and/or maintenance of the centres equipment, furnishing, toys and consumable materials as required.
- Where appropriate collect fees, issue receipts and forward monies to appropriate officer.
- Select short-term relief staff as required and assist with appointment and orientation of child care staff.
- To conduct staff meetings and attends other relevant meetings.
- To encourage team-work amongst staff.
- Operate within the requirements of Government Legislation, Regulations and relevant Industrial Awards.
- To provide leadership and direction for other staff.

2026 WAIRC 00561

Civil Service Association Western Australia Police Auxiliary Officers' Award 2013

5.1 – WAGES

(1) Rates of Pay

Year of Service	$ Per Week	Rates of Pay expressed as annualised wages ($)
Police Auxiliary Officer in Training	1277.60	66,648
BAND 1		
AP1.1	1,515.10	79,038
AP1.2	1,553.40	81,036
AP1.3	1,591.70	83,034
AP1.4	1,630.30	85,047
AP1.5*	1,668.80	87,056
BAND 2		
AP2.1	1,716.40	89,539
AP2.2	1,749.50	91,265
AP2.3	1,782.90	93,008
AP2.4	1,817.20	94,797
AP2.5	1,852.60	96,644
BAND 3		
AP3.1	1,917.90	100,050
AP3.2	1,954.60	101,965
AP3.3	1,992.30	103,932
AP3.4	2,030.90	105,945
AP3.5	2,070.20	107,995

*Key classification rate

(2) An employee's wages shall be paid by direct funds transfer to the credit of an account 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 of the employer, payment by cheque may be made.

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00562

Cleaners and Caretakers (Car and Caravan Parks) Award 1975

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

24. - WAGES

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

	Base Rate	Arbitrated Safety Net Adjustments	Award Rate

			$	$	$
(1)	(a)	Adult Employees			
		Caretaker	357.20	661.60	1018.80
		Cleaner	340.60	657.70	998.30
		Watchman	338.30	660.00	998.30
		Parking Attendant	336.10	662.20	998.30

(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 Workers: Junior workers shall be paid the prescribed percentage of the adult rate for the class of work on which they are engaged:

	%
Under 17 years of age	50
At 17 years and under 18 years of age	60
At 18 years and under 19 years of age	70
At 19 years and under 20 years of age	80
At 20 years and under 21 years of age	90

(3) Casual Workers: 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 or she is employed.

(4) Leading Hands: Any employee in charge of other employees shall be paid in addition to the appropriate wage prescribed, the following:

		Per Week $
(a)	if placed in charge of not less than three and not more than six other employees	14.20
(b)	if placed in charge of more than six and not more than ten other employees	25.30
(c)	if placed in charge of more than 10 and not more than 15 other employees	31.60
(d)	if placed in charge of more than 15 and not more than 20 other employees	38.40
(e)	if placed in charge of more than 20 other employees	49.30

2026 WAIRC 00563

Cleaners and Caretakers (Government) Award 1975

4. - WAGES

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 $998.30 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 $998.30 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 2026.

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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

4.2.1 Subject to 4.2.3, 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 are the greater.

4.2.2 Subject to 4.2.3, 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 are the greater.

4.2.3 The rates contained in Part B – Expired Industrial Agreement Wages shall only apply to the employees and employers who are respondent to the Government Services (Miscellaneous) General Agreement 2005 (AG 7/05), as replaced from time to time.

PART A – WAGES ADJUSTED BY ARBRITRATED SAFETY NET ADJUSTMENTS

4.2.4 Subject to 4.2.1, 4.2.2 and 4.2.3, the weekly rate of wage payable to employees covered by this award, excluding those who are employed by the Department of Education and Training, shall be as follows.

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
Level One			

Comprehends the following classes of work:

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
Attendant			
Cleaner			
1st year	370.10	665.90	1036.00
2nd year	374.10	667.20	1041.30
3rd year & thereafter	378.30	668.70	1047.00
Level Two			
Comprehends the following classes of work:			
Home Economics Assistant			
Car Park Attendant			
Window Cleaner			
1st year	377.30	668.40	1045.70
2nd year	381.30	669.70	1051.00
3rd year & thereafter	385.10	671.00	1056.10
Level Three			
Comprehends the following classes of work:			
Caretaker			
Estate Attendant (Homeswest) Grade 1			
1st year	388.10	672.10	1060.20
2nd year	391.90	673.30	1065.20
3rd year & thereafter	395.80	674.60	1070.40
Level Four			
Comprehends the following classes of work:			
Estate Attendant (Homeswest) Grade 2			
1st year	399.60	676.10	1075.70
2nd year	403.40	677.60	1081.00
3rd year & thereafter	407.30	678.90	1086.20
Level Five			
Comprehends the following classes of work:			
Janitor			
Security Officer			
1st year	404.10	677.80	1081.90
2nd year	408.10	679.10	1087.20
3rd year & thereafter	412.10	680.50	1092.60
Office Attendant (Homeswest)			
1st year	395.70	674.60	1070.30
2nd year	403.50	677.60	1081.10
3rd year & thereafter	413.70	680.80	1094.50
Level Six			
Comprehends the following classes of work:			
Court Usher			
1st year	417.80	688.60	1106.40
2nd year	423.00	690.60	1113.60
3rd year & thereafter	427.20	692.60	1119.80
Level Seven			
Comprehends the following classes of work			

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
Estate Attendant (Homeswest) Grade 3			
Foreperson			
1st year	430.40	694.00	1124.40
2nd year	434.30	695.60	1129.90
3rd year & thereafter	438.40	697.50	1135.90

4.2.5 Supervision allowance

Employees employed under 4.2.4, other than Forepersons and Estate Attendants Homeswest (Grade 2 and 3), placed in charge of others shall be paid the following weekly allowance in addition to the rate prescribed for their class of work:

	$
1 to 5 employees	7.11
6 to 10 employees	12.65
11 to 15 employees	15.81
16 to 20 employees	21.82
Over 20 (for each additional employee)	0.24

The rates of pay in 4.2.4 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 4.2.4, 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.

4.2.6 Subject to 4.2.1, 4.2.2 and 4.2.3, the weekly rate of wage payable to employees covered by this award who are employed by the Department of Education and Training shall be as follows.

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
Level One			
Comprehends the following classes of work:			
Cleaner for initial 12 months of employment	370.10	665.90	1036.00
Level Two			
Comprehends the following classes of work:			
Cleaner			
1st year	374.10	667.20	1041.30
2nd year	377.40	668.40	1045.80
3rd year & thereafter	380.60	669.50	1050.10
Level Three			
Comprehends the following classes of work:			
Cleaner in Charge (of one to six employees inclusive)			
Home Economics Assistant			
1st year	381.00	669.60	1050.60
2nd year	385.00	671.00	1056.00
3rd year & thereafter	389.20	672.50	1061.70
Level Four			
Comprehends the following classes of work:			
Cleaner in Charge (of seven to ten employees			

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
inclusive)			
Caretaker of Schools (employing seven to ten employees inclusive)			
1st year	390.20	672.80	1063.00
2nd year	393.80	674.30	1068.10
3rd year and thereafter	398.00	675.50	1073.50
Level Five			
Comprehends the following classes of work:			
Cleaner in charge (of eleven or more employees)			
Caretaker of Schools (employing eleven or more employees)			
1st year	402.20	677.00	1079.20
2nd year	406.00	678.30	1084.30
3rd year & thereafter	409.90	679.60	1089.50
Level Six			
Comprehends the following classes of work:			
Cleaner in Charge of TAFE Campuses			
Foreperson (Cleaning)			
1st year	433.30	695.30	1128.60
2nd year	438.60	697.60	1136.20
3rd year & thereafter	442.90	699.40	1142.30

4.2.7 The rates of pay in 4.2.6 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 4.2.6, 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.

4.3. - SUPPORTED WAGE SYSTEM

4.3.1 Workers eligible for a supported wage

The provisions of 4.3 – Supported Wage System define the conditions that will apply to employees who, because of the effects of a disability, are eligible for a supported wage under the terms of the award. In the context of 4.3, the following definitions will apply:

(a) "Supported Wage System" means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in "Supported Wage System: Guidelines and Assessment Process".

(b) "Accredited assessor" means a person accredited by the management unit established by the Commonwealth Government under the Supported Wage System to perform assessment of an individual's productive capacity within the Supported Wage System.

(c) "Disability Support Pension" means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme.

(d) "Assessment instrument" means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

4.3.2 Eligibility criteria

(a) Employees covered by 4.3 will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under the award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.

(b) The provisions of 4.3 do not apply to any existing employee who has a claim against the employer, which is

subject to the provisions of workers' compensation legislation, or any provision of the award relating to the rehabilitation of employees who are injured in the course of their current employment.

(c) The provisions of 4.3 also do not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the *Disability Services Act 1986* and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or eligible for a Disability Support Pension, except with respect to an organisation which has received recognition under s 10 or s 12A of the Act, or if a part only has received recognition, that part.

4.3.3 Supported wage rates

(a) Employees to whom 4.3 applies shall be paid the applicable percentage of the minimum rate of pay prescribed by the award for the class of work for which the person is performing according to the following schedule:

Assessed capacity (per 4.3.4)	% of applicable award rate
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than $113 per week).

* Where an employee's assessed capacity is 10%, they shall receive a high degree of assistance and support.

4.3.4 Assessment of capacity

For the purpose of establishing the percentage of the award rate to be paid to the employees, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(a) the employer and the union, in consultation with the employee, or if desired by any of these; or

(b) the employer and an accredited assessor from a panel agreed by the parties to the award and the employee.

4.3.5 Lodgement of assessment instruments

(a) All assessment instruments under the conditions of 4.3, including the appropriate percentage of the award wage rate to be paid to the employee, shall be lodged by the employer with the Registrar of the WAIRC.

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where the union is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within 10 working days.

4.3.6 Review of assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

4.3.7 Other terms and conditions of employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of 4.3 will be entitled to the same terms and conditions of employment as all other employees covered by the award paid on a pro rata basis.

4.3.8 Workplace adjustment

An employer wishing to employ a person under the provisions of 4.3 shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other employees in the area.

4.3.9 Trial period

(a) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of 4.3 for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.

(b) During the trial period, the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

(c) The minimum amount payable to the employee during the trial period shall be not less than $113 per week.

(d) Work trials should include induction or training as appropriate to the job being trialled.

(e) Where the employer and employee wish to establish a continuing employment relationship following the

completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under 4.3.4.

2026 WAIRC 00564

Cleaners and Caretakers Award, 1969

3.1. - WAGES

3.1.1 The minimum total rate of wage payable under this award shall be as follows:

(1)

Classification	Base Rate	Arbitrated Safety Net Adjustment	Award Rate
	$	$	$
Attendant	331.70	666.60	998.30
Lift Attendant	336.10	662.20	998.30
Security Guard	338.30	660.00	998.30
Rest Room/Toilet Attendant	338.80	659.50	998.30
Security Guard / Cleaner	339.40	658.90	998.30
Cleaner	340.60	657.70	998.30
Window Cleaner	346.10	657.50	1003.60
Security Guard (mobile)	354.20	660.30	1014.50
Caretaker	357.20	661.60	1018.80

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

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

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

(3) Junior Employees -

Junior employees shall be paid the prescribed percentage of the adult rates for the class of work on which they are engaged.

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

3.1.2 Casual Employees -

The ordinary hourly rate for a casual employee shall be calculated on the basis of a 20% loading in addition to the ordinary hourly rate for the classification in which they are employed.

3.1.3 Leading Hands -

Any employee in charge of other employees shall be paid in addition to the appropriate wage prescribed, the following –

	Number of Employees Supervised	Per Week
(1)	If placed in charge of not less than three and not more than six other employees	14.20
(2)	If placed in charge of not less than six and not more than 10 other employees	25.30
(3)	If placed in charge of not less than 10 and not more than 15 other employees	31.50
(4)	If placed in charge of not less than 15 and not more than 20 other employees	38.40
(5)	If placed in charge of more than 20 other employees	49.50

3.1.4 The hourly rate shall be calculated by dividing weekly rate in 3.1.1 and 3.1.2 by 38.

3.2. - 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

3.3. - SUPPORTED WAGE SYSTEM

3.3.1 This clause defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this award. In the context of this clause, the following definitions will apply:

(1) "Supported Wage System" means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability as documented in "Supported Wages System: Guidelines and Assessment Process".

(2) "Accredited Assessor" means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

(3) "Disability Support Pension" means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991* (Cth), as amended from time to time, or any

successor to that scheme.

(4) "Assessment instrument" means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

3.3.2 Eligibility Criteria

Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.

This clause does not apply to any existing employee who has a claim against the employer that is subject to the provisions of workers' compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment.

The clause also does not apply to employers in respect of their facility, programme, undertaking, services or the like which receives funding under the *Disability Services Act 1993* and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s 10 or s 12A of the Act, or if a part has received recognition, that part.

3.3.3 Supported Wage Rates

Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed Capacity (clause 3.3.4)	% of Prescribed Award Rate
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than $113.00 per week).

* Where a person's assessed capacity is 10%, they shall receive a high degree of assistance and support.

3.3.4 Assessment of Capacity

For the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(1) The employer and the union in consultation with the employee or, if desired by any of these; or

(2) The employer and an accredited assessor from a panel agreed by the parties to the award and the employee.

3.3.5 Lodgement of Assessment Instrument

(1) All assessment instruments under the conditions of this clause, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Western Australian Industrial Relations Commission.

(2) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within 10 working days.

3.3.6 Review of Assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

3.3.7 Other Terms and Conditions of Employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other employees covered by this award paid on a pro rata basis.

3.3.8 Workplace Adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other employees in the area.

3.3.9 Trial Period

(1) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding 12 weeks, except that in some cases

additional work adjustment time (not exceeding four weeks) may be needed.

(2) During the trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

(3) The minimum amount payable to the employee during the trial period shall be no less than $113.00 per week; or, in the case of paid rates award, the amount payable to the employee during the trial period shall be $113.00 per week or such greater amount as is agreed from time to time between the parties (taking into account the CentreLink income test free areas for earnings) and inserted into this award.

(4) Work trials should include induction or training as appropriate to the job being trialled.

(5) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under 3.3.4.

2026 WAIRC 00565

Clerks' (Accountants' Employees) Award 1984

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week):

(a)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week $
At 21 years of age	361.40	663.00	1024.40
At 22 years of age	365.60	664.40	1030.00
At 23 years of age	369.30	665.50	1034.80
At 24 years of age	373.30	667.00	1040.30
At 25 years of age and over	377.70	668.40	1046.10

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $5.60 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week $
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.70	670.70	1054.40

(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 Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive -

	$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

(4) Casual clerks may be employed at an hourly rate and shall be paid whilst so employed twenty-five percent, in addition to the rates prescribed above, with a minimum engagement of four hours.

2026 WAIRC 00566

Clerks (Bailiffs' Employees) Award 1978

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week):

(a)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week $
At 21 years of age	361.10	662.70	1023.80
At 22 years of age	365.30	664.30	1029.60
At 23 years of age	369.10	665.50	1034.60
At 24 years of age	373.00	667.00	1040.00
At 25 years of age and over	377.40	668.40	1045.80

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $5.60 per week in addition to the rates set out in paragraph (a) of this subclause.

(3) Junior Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive -

	$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

(4) Employees classified in accordance with subclauses (2) and (3) of this clause who are gazetted as Assistant Bailiffs in order to facilitate office procedures shall not be paid in accordance with subclause (5) of this clause, unless they are required by the Bailiff to perform those additional duties beyond the immediate precincts of the office.

(5) Assistant Bailiffs (wage per week):

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week $
On appointment	364.00	663.90	1027.90
After six months' service	407.30	678.90	1086.20
After two years' service	431.70	694.70	1126.40

(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.

2026 WAIRC 00567

Clerks (Commercial, Social and Professional Services) Award No. 14 of 1972

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - CLASSIFICATIONS AND WAGE RATES

11.1 Grading structure

11.1.1 Grading of Employees

11.1.1 (a) All employees covered by this award shall be graded according to the grading structure set out in this clause. Employers shall advise their employees in writing of their grading and of any changes to their grading.

11.1.1 (b) Employees shall be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out in the Grade descriptors.

11.1.1 (c) This classification structure will not be used to assess the award wage rate of any person who is a proprietor, director, or manager of a company, business or undertaking, or any person to whom has been delegated the right to engage and terminate the employment of other employees.

11.1.1 (d) Employees may be required to train other employees in the skills of their own grade, or grades below their own, by means of personal instruction and demonstration.

11.1.2 Employees disputing grading

11.1.2 (a) An employee can dispute any grading or new grading made in accordance with 11.1 hereof by advising the employer in writing.

11.1.2 (b) If this dispute cannot be resolve by the employer and employee in a reasonable time it will be dealt with in accordance with the dispute resolution procedure in this award.

11.2 Classifications and wage rates

11.2.1 Grade 1 clerical assistant

Adults	Weekly award rate **$**
First year of experience at this grade	1020.80
Second year of experience at this grade	1039.40
Third year of such experience and thereafter	1054.90

11.2.1 (a) Employees in this grade perform and are accountable for clerical and office tasks as directed within the skill levels set out. They work within established routines, methods and procedures. Supervision is routine or direct.

11.2.1 (b) Machine operation - skill level 1

Operate telephone/intercom systems (eg Commander type), telephone answering machines, facsimile machines, photocopiers, franking machines, guillotines, calculator and adding machines, paging system, typewriter and telex machines.

11.2.1 (c) Computer - Skill Level 1

Use knowledge of keyboard and basic menu-driven options and function keys to enter, retrieve and print data; use printer.

Use of safe and correct opening and closing down procedures.

11.2.1 (d) Information handling skills - skill level 1

Receive, sort, open, distribute incoming mail, process outgoing mail, receive incoming and despatch outgoing courier mail, deliver messages and documents to appropriate persons/locations;

Work with established filing/records system in accordance with set procedures including creating and indexing new files, distributing files/publications within the organisation as requested; monitoring file locations.

Prepare and collate documents, take telephone messages;

Transcribe information into records, sort and file documents/records accurately in correct locations/sequence using an established filing system.

11.2.1 (e) Enterprise/industry, specialist skills - skill level 1

Acquire and apply a limited knowledge of office procedures and requirements.

Relay internal information.

11.2.1 (f) Business/Financial - skills level **1**

Sort, process and record original source financial documents (e.g. invoices, cheques, correspondence) on a daily basis.

11.2.2 Grade 2 clerical officer

Adults	**Weekly award rates** **$**
First year of experience at this grade	1069.10
Second year of experience at this grade	1074.60
Third year of experience at this grade and thereafter	1082.60

11.2.2 (a) Employee**s** in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 1. They are responsible and accountable for their own work, which is performed within established routines, methods and procedures.

Supervision is general.

11.2.2 (b) Technical Skills

Machine Operation - skill level 2

Operate switchboard (PABX system)

Keyboard Typing - skill level 1

Produce documents using standard formats at 25 wpm with 98% accuracy.

Computer- skill level 2

Manipulate previously created data bases, spreadsheets/worksheets; calculate alpha-numerical and related information to perform routine tasks and generate simple reports.

Word Processing - skill level 1

Produce simple and routine documents using keyboard skills within designated timeframes.

11.2.2 (c) Information handling skills - skill level 2

Maintain mail register and records. Use and maintain established filing/records systems in accordance with set procedures including creating and indexing new files, distributing files within the organisation as requested, monitoring file locations;

11.2.2 (d) Enterprise/industry, specialist skills - skill level 2

Acquire and apply a working knowledge of office or sectional operating procedures and requirements.

Interpret and action information supplied.

Acquire and apply a working knowledge of the organisation's structure and personnel in order to deal with inquiries at first instance, locate appropriate staff in different sections, relay internal information, respond to or redirect inquiries, greet visitors.

11.2.2 (e) **Business**/financial skills - skill level 1

Assist in the maintenance of financial records and journals, including checks and authorisation. Maintain and record petty cash, prepare bank deposits and withdrawals banking; Check time and wage records.

11.2.3 Grade 3 clerical officer

Adults	Weekly award rates $
First year of experience at this grade	1092.80
Second year of experience at this grade	1105.20

11.2.3 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 2.

They are responsible and accountable for their own work, which is performed within established guidelines, they exercise limited discretion within the range of their skill and knowledge. Supervision is limited.

Employees holding a Certificate of Office & Secretarial Studies (TAFE) or accredited equivalent and who are required to use skills and perform tasks within the range of skills in Grade 3 shall be graded at Grade 3 or above.

11.2.3 (b) Technical Skills

Machine Operation - skill level 3

Operate computerised radio telephone equipment, dictaphone equipment or other equipment of equal complexity.

Computer - skill level 3

Use one or more software application package(s) to operate and populate a database, spreadsheet/ worksheet to achieve a desired result; graph previously prepared spreadsheet; use simple menu utilities.

Following standard procedures to template for the preceding functions using existing models/fields of information.

Create, maintain and generate simple reports.

Keyboard Typing - skill level 2

Accurately produce documents and correspondence using knowledge of standard formats, touch type, audio type within established procedures.

Copy type at 40 wpm with 98% accuracy.

Word Processing - skill level 2

Use one or more software packages to create format, edit, proof read, spell check, print and save text documents, e.g. standard correspondence and business documents.

Apply additional functions such as search and replace, variable fonts, moving and merging across documents and simple maths.

11.2.3 (c) Secretarial - skill level 1

Take shorthand notes at 80 wpm and transcribe with 98% accuracy. Arrange travel bookings and itineraries, make appointments.

11.2.3 (d) Enterprise/industry, specialist skills - skill level 3

Apply a working knowledge of the organisation's products/services, functions, locations and clients. Respond to and act upon most internal/external inquiries in own function area.

11.2.3 (e) Information handling skills - skill level 3

Oversee record management systems including review and analysis.

11.2.3 (f) Business/financial skills - skill level 2

Maintain financial records and journals, maintain payroll records; prepare accounts payable for payment.

11.2.4 Grade 4 clerical officer

Adults	Weekly award rate $
	1145.30

11.2.4 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 3. They are responsible and accountable for their own work, and exercise discretion and initiative in the organisation of work within prescribed limits. Supervision is limited.

11.2.4 (b) Keyboard typing - skill level 3

Format complex documents including technical data, technical language, tables, graphs, text design, indexing, variable type face; produce documents requiring specified form or to comply with regulations or standards.

11.2.4 (c) Computer - skill level 3

Apply knowledge of intermediate functions to manipulate data, i.e. modify fields of information, develop new basic databases or spreadsheet models; spreadsheet, perform reconciliation.

11.2.4 (d) Word processing - skill level 2

Use one or more software packages to apply advanced functions such as text columns, money columns, tables, e.g. to produce financial statements, printed forms, sorting, boxes, create displays of charts or graphs in report

format, select style sheets appropriate to final presentation.

11.2.4 (e) Secretarial - skill level 2

Take shorthand notes at 100 words per minute and transcribe at 95% accuracy; manage executive appointments; respond to invitations; organise internal meetings on behalf of executive; establish and maintain reference lists/personal contact systems for executives.

11.2.4 (f) Enterprise/industry, specialist skills - skill level 4

Provide detailed advice and information on the organisation's products and services; respond to client/public/supplier and internal organisation inquiries, within own function area, using such techniques as personal interview and liaison; explain organisation's viewpoint to clients and appropriate persons; using knowledge of internal/external regulatory requirements related to own function area. Acquire and use specialist vocabulary, i.e. technical/medical/legal within the scope of this grade.

11.2.4 (g) Information handling skills - skill level 4

Create new forms of files and records as required using computer-based records systems; e.g. customer/client/supplier and subscription lists. Access, identify, and extract information as required from external sources, e.g. databases, libraries, local authorities.

11.2.4 (h) Business/financial skills - skill level 3

Prepare cash payment summaries and banking reports; apply purchasing and inventory control requirements; reconcile debtors, creditors and general ledger accounts to balance; follow-up unpaid accounts by telephone liaison/interview, prepare documentation on overdue accounts for senior officers or referral to debt recovery processes; calculate wage and salary requirements including tax, superannuation and other deductions and transfer payments for authorisation; calculate stock valuations; prepare bank reconciliation; calculate costing using established formulae for all inputs and margins.

11.2.4 (i) Supervisory - skill level 1

Allocate work tasks to individuals, check work progress and correct errors.

11.2.5 Grade 5 administrative officer

Adult	**Weekly award rate** **$**
	1193.00

11.2.5 (a) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 4. They are responsible and accountable for their own work, and may have limited responsibility for the work of others. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is minimal.

11.2.5 (b) Computer - skill level 4

Use a variety of application software packages within a micro/personal computer network including importing data from one package to another. Evaluate usefulness or applicability of software programs (using existing software programs) and recommend preferred solutions to meet new or different application requirements. Use advanced spreadsheet functions (e.g. Macro functions etc) to enhance operation of the spreadsheet. Use a central computer resource to an equivalent standard.

11.2.5 (c) Word processing - skill level 3

Use all preceding word processing functions and integrate word processing software with other application software packages to produce complex text and data documents. Apply knowledge of desktop publishing to integrate complex documents. Apply advanced functions including Macros, moving columns for complex formatting of documents such as multi-column reports and presentations, including booklets. Apply complex maths functions.

11.2.5 (d) Secretarial - skill level 3

Take shorthand notes at 120 words per minute and transcribe at 95% accuracy; attend executive/organisational meetings and take minutes; answer executive correspondence from verbal or rough hand-written instructions; organise teleconferences.

11.2.5 (e) Enterprise industry, specialist skills - skill level 5

Apply detailed knowledge of the industry in which the organisation operates to complex issues/arrangements in such areas as consumer/client services, special products/service knowledge, and respond within established internal/external regulatory parameters and policies. Indicative Specialist Skills Include; apply detailed knowledge of customs law and regulations to overseas sales and ordering. Apply detailed knowledge of inventory/stock requirements to obtain competitive quotations and initiate purchasing. Apply detailed knowledge of internal/external regulatory parameters and policies relating to industrial employment law, occupational health and safety, workers compensation claims procedures, superannuation requirements.

11.2.5 (f) Information handling skills - skill level 5

Develop, plan and implement new paper based/manual filing records systems for the enterprise; assist in separate undertaking research (locate/solicit, summarise/extract and interpret information) related to function

areas.

11.2.5 (g) Business/financial skills - skill level 4

Post transactions to ledger and prepare a trial balance; prepare end of the period adjustments and transfers using general journal; prepare financial/tax schedules for periodic tax requirements such as payroll, sales and group tax returns; reconcile general ledger accounts; determine costing by calculating input costs and margins.

Apply detailed knowledge of organisations credit terms to new accounts and to following up significant debtors, prepare periodic debtor statements.

11.2.5 (h) Supervisory - skill level 2

Resolve operational problems for staff in lower grades, co-ordinate work flow within a section or unit, and counsel and advise staff who are under routine supervision.

11.2.6 Grade 6 administrative officer

Adults	**Weekly award rates**
	$
	1250.90

11.2.6 (a) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 5. They are responsible and accountable for their own work, and may have responsibility for the work of a section or unit. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is by means of reporting to more senior staff as required.

11.2.6 (b) Computer - skill level 5

Operating/co-ordinating a group of computers such as a small multi-user system or a large group of personal computers which may include operating a help desk, running and monitoring batch jobs and performing regular back-ups and restores.

11.2.6 (c) Enterprise/industry, specialist skills - skill level 6

Apply knowledge of the organisation's objectives and performance, and apply specialist knowledge, in areas such as projected growth, product trends and general industry conditions, examples include: knowledge of competitors and major clients market structure in the performance of own responsibilities; import/export activities. Indicative Specialist Skills Include; Use knowledge of basic statistics to interpret data from spreadsheets, statistical tables, graphs and frequency tables in the performance of own responsibilities. Administration of workers compensation claims, insurance and disputed claims.

11.2.6 (d) Supervisory - skill level 3

Plan and organise work priorities of a unit or section; re-schedule workloads as necessary and resolve operational problems for unit or section; monitor work quality of those supervised; use observations, diagnosis and intervention skills to ensure unit/section meets objectives; organise and chair necessary work meetings/conferences; assist in planning future sectional/office organisational resources and equipment needs.

11.2.6 (e) Business/financial skills - skill level 5

Administer individual salary packages, travel expenses, allowances and company transport. Administer specialist salary and payroll requirements, e.g. Eligible Termination Payments, Superannuation Trust Deed Requirements, Redundancy Calculations, Maintenance Support Schemes, etc.

11.2.6 (f) Secretarial - skill level 4

As well as having shorthand skills of Skill Level 3, arrange conferences and external meetings, including venues, agendas, documentation, audio-visual requirements, catering, transport and accommodation; originate executive correspondence; assist executive in preparing, attending and following up appointments, interviews, meetings, etc; assume responsibility for Designated areas of executive's work, on delegated authority.

11.3 Junior Employees

Base Rate (per week) expressed as a percentage of the rate prescribed for the relevant year of experience at the Grade in paragraph 11.1 hereof appropriate to the work performed by the junior employee -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

11.4 Supervision:

Employees are subject to five defined levels of supervision which can be generally categorised as follows:

Direct - the employee receives detailed instructions on work to be performed and is subject to frequent personal progress checks.

Routine - the employee receives broad instructions on work to be performed except when new or unusual features require

more specific instructions. Work in progress is checked intermittently while all work is checked on completion.

General - the employee receives specific instructions only when new procedures or tasks are involved. Work is checked on completion.

Limited - the employee is subject to work checks which are generally confined to establishing that satisfactory progress is being made. Work is reviewed on completion.

Minimal - the employee is subject to final review/report back on work and may receive assistance with specific problems.

NB. Supervision is not a criteria for determining classification levels but should be used as a guide in determining the overall level of responsibility and autonomy expected of the principal functions of the job.

11.5 Implementation:

An employer shall grade clerical employees according to this clause no later than the first pay period on or after the 1st October 2004 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase shall be implemented and paid in the following manner -

where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st October 2004:

where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st January 2005;

where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004 , two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st January 2005, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st April 2005;

where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st January 2005, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st April 2005 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1 July 2005.

SCHEDULE "D" – AUSTRALIAN RED CROSS BLOOD TRANSFUSION SERVICE, WESTERN AUSTRALIA AGREEMENT 1996

12 . – WAGES

(1) The following shall be the minimum rates of wages per week payable to employees covered by this award who, for the purposes of this clause, shall be graded pursuant to the provisions of Clause 11A. – Classification Structure – Skill Descriptors of the Award.

(2) (a)

ADULT EMPLOYEES:	Total Rate Per Week
Grade 1	**$**
1 st year of experience at this grade	975.90
2 nd year of experience at this grade	975.90
3 rd year of such experience and thereafter	978.20
Grade 2	
1 st year of experience at this grade	993.70
2 nd year of experience at this grade	999.50
3 rd year of such experience and thereafter	1008.20
Grade 3	
1 st year of experience at this grade	1019.10
2 nd year of such experience and thereafter	1026.20

2026 WAIRC 00568

Clerks' (Customs and/or Shipping and/or Forwarding Agents) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week):

(a)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate Per Week $
At 21 years of age	361.10	662.70	1023.80
At 22 years of age	365.30	664.30	1029.60
At 23 years of age	369.10	665.50	1034.60
At 24 years of age	373.00	667.00	1040.00
At 25 years of age and over	377.40	668.40	1045.80

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week$	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week$

Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.20	670.50	1053.70

(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 Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive –

	$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

2026 WAIRC 00569

Clerks' (Hotels, Motels and Clubs) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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) The minimum fortnightly rates of pay for employees covered by this Award shall be as set out in this clause.

(2) Adult Employees (rate per fortnight):

		Base Rate per Fortnight $	Arbitrated Safety Net Adjustment per Fortnight $	Total Rate per Fortnight $
(a)	At 21 years of age	724.10	1326.20	2050.30
	At 22 years of age	732.40	1329.20	2061.60
	At 23 years of age	739.80	1331.60	2071.40
	At 24 years of age	747.70	1334.40	2082.10
	At 25 years of age and over	756.70	1337.70	2094.40
(b)	Adult stenographers, comptometer or calculating or ledger machine operators shall receive in addition to the rates set out in paragraph (a) of this subclause, the following amount per fortnight. Provided that the allowance shall not be paid to an employee for using a calculator for the purpose of simple arithmetic calculation.			11.30
(c)	Senior Clerical Worker (classified as such or in default of agreement, by a Board of Reference)	768.60	1341.70	2110.30

(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 Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per fortnight -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall receive in addition to the rates set out in paragraph (a) of this subclause, the following amounts per fortnight -

	$
At 17 years of age	1.50
At 18 years of age	2.30
At 19 years of age	5.00

At 20 years of age 6.80

Provided that the allowance shall not be paid to an employee for using a calculator for the purpose of simple arithmetic calculation.

2026 WAIRC 00570

Clerks (Racing Industry - Betting) Award 1978

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

(1) The minimum rates of pay per hour payable to the employees classified hereunder shall be:

		Base Rate Per Hour $	Arbitrated Safety Net Adjustment Per Hour $	Total Rate Per Hour $
(a)	Clerk	9.97	17.60	27.57
(b)	Supervising Clerk and/or banker	10.41	17.75	28.16

(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.

(d) Increases in rates of pay available under the State Wage Case Principles shall be applied and calculated in the following manner to determine the hourly rates in Clause 1(a) and (b) if the State Wage principle increase is expressed as a weekly amount.

Total Rate Per Hour Column

((Total Rate Per Hour x 38) + New Safety Net Increase) divided by 38 = New Total Rate Per Hour

Arbitrated Safety Net Adjustment per Hour Column

(Total Rate per Hour Amount) subtract (Base Rate Per Hour Amount) = Arbitrated Safety Net Adjustment Per Hour Amount

All Rates per hour are rounded to the nearest cent.

(2) Employees under the age of 21 years who are not regularly operating or attending a computer terminal shall be paid 80% of the rate prescribed for a Clerk in subclause (1) hereof.

(3) In addition to the rates prescribed in subclauses (1) and (2) hereof employees shall be paid a loading calculated in the following manner:

(a)	Employees employed by the W.A. Turf Club	62%
(b)	Employees employed by the W.A. Greyhound Racing Association	46%
(c)	Employees employed by the W.A. Trotting Association	27%
(d)	All others	31%

(e) The loadings referred to in paragraphs (a), (b), (c) and (d) hereof include amounts in compensation for the fact that annual leave, annual leave loading and sick leave are not otherwise provided for in this award.

2026 WAIRC 00571

Clerks (Timber) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this award who, shall for the purposes of this clause, shall be graded pursuant to the provisions of Clause 10A. - Classification Structure - Skill Descriptor of this award.

(2) Base Rate (per week): $

(a) Adult Employees

Grade 1	$
1st year of experience at this grade	314.10
2nd year of experience at this grade	326.10
3rd year of such experience and thereafter	336.30
Grade 2	
1st year of experience at this grade	345.50
2nd year of experience at this grade	349.10
3rd year of such experience and thereafter	354.20
Grade 3	
1st year of experience at this grade	360.80
2nd year of such experience and thereafter	365.20

(b) Junior Employees

Base Rate (per week) expressed as a percentage of the base rate prescribed for the relevant year of experience at the Grade in paragraph (a) hereof appropriate to the work performed by the junior employee -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60

At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(3) Supplementary Payments (per week):

(a) (i) Adult Employees

In addition to the Base Rate payable pursuant to the provisions of subclause (2) of this clause, an adult employee employed in a grade listed hereunder shall be paid per week the supplementary payment prescribed in this subparagraph.

Grade 1	$
1st year of experience at this grade	706.70
2nd year of experience at this grade	713.30
3rd year of such experience and thereafter	718.60
Grade 1	
1st year of experience at this grade	727.70
2nd year of experience at this grade	725.50
3rd year of such experience and thereafter	728.40
Grade 3	
1st year of experience at this grade	729.10
2nd year of experience at this grade	746.80

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

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

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

(b) Junior Employees

A junior employee shall be paid per week a percentage of the supplementary payment prescribed for the relevant year of experience at the Grade appropriate to the work performed by the junior employee, being the percentage applicable to the age of the junior employee according to the percentage scale prescribed in subclause (2) of this clause.

(c) The amount payable to any employee pursuant to the provisions of this subclause -

(i) shall be for all purposes of this award;

(ii) shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this clause, whether or not such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement.

(d) The rate prescribed in this award for any grade of employee is not amended by this subclause and shall not, for the purpose of any other award, order, industrial agreement or other agreement, be deemed to have been so amended.

(4) Casual Employees

A casual clerk may be employed at an hourly rate for a lesser period than four weeks and shall be paid while so employed, twenty-five percent in addition to the Base Rate and Supplementary Payment prescribed by this award with a minimum engagement of four hours: Provided that, notwithstanding anything contained in this subclause, the basis and terms of employment of a casual clerk may be varied by agreement in writing between the employer and the Union.

(5) Part-time Employees

(a) A part-time employee shall be an employee engaged at an hourly rate for a lesser period per week than the hours usually worked in each establishment.

(b) Progression through the incremental levels of the appropriate grade in subclause (2) of this clause shall be strictly related proportionally in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

(c) Payment of annual leave and sick pay for part-time employees shall be strictly related proportionately in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

(6) Implementation

An employer shall grade clerical employees according to this clause and the provisions of Clause 10A. - Classification Structure - Skill Descriptors of this award no later than 19th September, 1993 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase (i.e. being the amount due under this clause in excess of the actual rate which was paid immediately prior to the pay period commencing on or after 1st June, 1993) shall be implemented and paid in the following manner -

(a) where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993;

(b) where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993;

(c) where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall the paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993;

(d) where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of March, 1994.

2026 WAIRC 00572

Clerks (Unions and Labor Movement) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. – CLASSIFICATIONS AND WAGE RATES

(1) Grading structure

(a) Advising employees of grading

(i) All employees covered by this award shall be graded according to the grading structure set out in this clause. Employers shall advise in writing their employees on engagement of their grading and of any changes to their grading.

(ii) Employees shall be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out in the Grade descriptors.

(iii) This classification structure will not be used to assess the award wage rate of any person who is a proprietor, director, or manager of a company, business or undertaking, or any person to whom has been delegated the right to engage and terminate the employment of other employees.

(iv) Employees may be required to train other employees in the skills of their own grade, or grades below their own, by means of personal instruction and demonstration.

(b) Employees disputing grading

(i) An employee can dispute any grading or new grading made in accordance with subclause (1) hereof by advising the employer in writing.

(ii) If this dispute cannot be resolved by the employer and employee in a reasonable time it will be dealt with in accordance with the dispute resolution procedure in this award.

(2) Classifications and wage rates

(a) Grade 1 clerical assistant

Adults Weekly award rate	
First year of experience at this grade	$1020.80
Second year of experience at this grade	$1039.40
Third year of such experience and thereafter	$1054.90

(i) Employees in this grade perform and are accountable for clerical and office tasks as directed within the skill levels set out. They work within established routines, methods and procedures. Supervision is routine or direct.

(ii) Machine operation - skill level 1

Operate telephone/intercom systems (eg Commander type), telephone answering machines, facsimile machines, photocopiers, franking machines, guillotines, calculator and adding machines, paging system, typewriter and telex machines.

(iii) Computer - Skill Level 1

Use knowledge of keyboard and basic menu-driven options and function keys to enter, retrieve and print data; use printer. Use of safe and correct opening and closing down procedures.

(iv) Information handling skills - skill level 1

Receive, sort, open, distribute incoming mail, process outgoing mail, receive incoming and dispatch outgoing courier mail, deliver messages and documents to appropriate persons/locations; Work with established filing/records system in accordance with set procedures including creating and indexing new files, distributing files/publications within the organisation as requested; monitoring file locations. Prepare and collate documents, take telephone messages; Transcribe information into records, sort and file documents/records accurately in correct locations/sequence using an established filing system.

(v) Enterprise/industry, specialist skills - skill level 1

Acquire and apply a limited knowledge of office procedures and requirements. Relay internal

information.

(vi) Business/Financial - skills level 1

Sort, process and record original source financial documents (e.g. invoices, cheques, correspondence) on a daily basis.

(b) Grade 2 clerical officer

Adults Weekly award rates	
First year of experience at this grade	$1069.10
Second year of experience at this grade	$1074.60
Third year of experience at this grade and thereafter	$1082.60

(i) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 1. They are responsible and accountable for their own work, which is performed within established routines, methods and procedures. Supervision is general.

(ii) Technical Skills

Machine Operation - skill level 2

Operate switchboard (PABX system).

Keyboard Typing - skill level 1

Produce documents using standard formats at 25 wpm with 98% accuracy.

Computer - skill level 2

Manipulate previously created data bases, spreadsheets/worksheets; calculate alphanumerical and related information to perform routine tasks and generate simple reports.

Word Processing - skill level 1

Produce simple and routine documents using keyboard skills within designated timeframes.

(iii) Information handling skills - skill level 2

Maintain mail register and records. Use and maintain established filing/records systems in accordance with set procedures including creating and indexing new files, distributing files within the organisation as requested, monitoring file locations.

(iv) Enterprise/industry, specialist skills - skill level 2

Acquire and apply a working knowledge of office or sectional operating procedures and requirements. Interpret and action information supplied. Acquire and apply a working knowledge of the organisation's structure and personnel in order to deal with inquiries at first instance, locate appropriate staff in different sections, relay internal information, respond to or redirect inquiries, greet visitors.

(v) Business/financial skills - skill level 1

Assist in the maintenance of financial records and journals, including checks and authorisation. Maintain and record petty cash, prepare bank deposits and withdrawals banking; Check time and wage records.

(c) Grade 3 clerical officer

Adults Weekly award rates	
First year of experience at this grade	$1092.80
Second year of experience at this grade	$1105.20

(i) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 2. They are responsible and accountable for their own work, which is performed within established guidelines, they exercise limited discretion within the range of their skill and knowledge. Supervision is limited. Employees holding a Certificate of Office & Secretarial Studies (TAFE) or accredited equivalent and who are required to use skills and perform tasks within the range of skills in Grade 3 shall be graded at Grade 3 or above.

(ii) Technical Skills

Machine Operation - skill level 3

Operate computerised radio telephone equipment, dictaphone equipment or other equipment of equal complexity.

Computer - skill level 3

Use one or more software application package(s) to operate and populate a database, spreadsheet/ worksheet to achieve a desired result; graph previously prepared spreadsheet; use simple menu utilities. Following standard procedures to template for the preceding functions using existing models/fields of information. Create, maintain and generate simple reports.

Keyboard Typing - skill level 2

Accurately produce documents and correspondence using knowledge of standard formats, touch type, audio type within established procedures. Copy type at 40 wpm with 98% accuracy.

Word Processing - skill level 2

Use one or more software packages to create format, edit, proof read, spell check, print and save text documents, e.g. standard correspondence and business documents. Apply additional functions such as search and replace, variable fonts, moving and merging across documents and simple maths.

(iii) Secretarial - skill level 1

Take shorthand notes at 80 wpm and transcribe with 98% accuracy. Arrange travel bookings and itineraries, make appointments.

(iv) Enterprise/industry, specialist skills - skill level 3

Apply a working knowledge of the organisation's products/services, functions, locations and clients. Respond to and act upon most internal/external inquiries in own function area.

(v) Information handling skills - skill level 3

Oversee record management systems including review and analysis.

(vi) Business/financial skills - skill level 2

Maintain financial records and journals, maintain payroll records; prepare accounts payable for payment.

(d) Grade 4 clerical officer

Adults Weekly award rate $1145.30

(i) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 3. They are responsible and accountable for their own work, and exercise discretion and initiative in the organisation of work within prescribed limits. Supervision is limited.

(ii) Keyboard typing - skill level 3

Format complex documents including technical data, technical language, tables, graphs, text design, indexing, variable type face; produce documents requiring specified form or to comply with regulations or standards.

(iii) Computer - skill level 3

Apply knowledge of intermediate functions to manipulate data, i.e. modify fields of information, develop new basic databases or spreadsheet models; spreadsheet, perform reconciliation.

(iv) Word processing - skill level 2

Use one or more software packages to apply advanced functions such as text columns, money columns, tables, e.g. to produce financial statements, printed forms, sorting, boxes, create displays of charts or graphs in report format, select style sheets appropriate to final presentation.

(v) Secretarial - skill level 2

Take shorthand notes at 100 words per minute and transcribe at 95% accuracy; manage executive appointments; respond to invitations; organise internal meetings on behalf of executive; establish and maintain reference lists/personal contact systems for executives.

(vi) Enterprise/industry, specialist skills - skill level 4

Provide detailed advice and information on the organisation's products and services; respond to client/public/supplier and internal organisation inquiries, within own function area, using such techniques as personal interview and liaison; explain organisation's viewpoint to clients and appropriate persons; using knowledge of internal/external regulatory requirements related to own function area. Acquire and use specialist vocabulary, i.e. technical/medical/legal within the scope of this grade.

(vii) Information handling skills - skill level 4

Create new forms of files and records as required using computer-based records systems; e.g. customer/client/supplier and subscription lists. Access, identify, and extract information as required from external sources, e.g. databases, libraries, local authorities.

(viii) Business/financial skills - skill level 3

Prepare cash payment summaries and banking reports; apply purchasing and inventory control requirements; reconcile debtors, creditors and general ledger accounts to balance; follow-up unpaid accounts by telephone liaison/interview, prepare documentation on overdue accounts for senior officers or referral to debt recovery processes; calculate wage and salary requirements including tax, superannuation and other deductions and transfer payments for authorisation; calculate stock valuations; prepare bank reconciliation; calculate costing using established formulae for all inputs and margins.

(ix) Supervisory - skill level 1

Allocate work tasks to individuals, check work progress and correct errors.

(e) Grade 5 administrative officer

Adult Weekly award rate $1193.00

(i) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 4. They are responsible and accountable for their own work, and may have limited responsibility for the work of others. They exercise initiative, discretion and judgment within the range of their skills and knowledge. Supervision is minimal.

(ii) Computer - skill level 4

Use a variety of application software packages within a micro/personal computer network including importing data from one package to another. Evaluate usefulness or applicability of software programs (using existing software programs) and recommend preferred solutions to meet new or different application requirements. Use advanced spreadsheet functions (e.g. Macro functions etc) to enhance operation of the spreadsheet. Use a central computer resource to an equivalent standard.

(iii) Word processing - skill level 3

Use all preceding word processing functions and integrate word processing software with other application software packages to produce complex text and data documents. Apply knowledge of desktop publishing to integrate complex documents. Apply advanced functions including Macros, moving columns for complex formatting of documents such as multi-column reports and presentations, including booklets. Apply complex maths functions.

(iv) Secretarial - skill level 3

Take shorthand notes at 120 words per minute and transcribe at 95% accuracy; attend executive/organisational meetings and take minutes; answer executive correspondence from verbal or rough hand-written instructions; organise teleconferences.

(v) Enterprise industry, specialist skills - skill level 5

Apply detailed knowledge of the industry in which the organisation operates to complex issues/arrangements in such areas as consumer/client services, special products/service knowledge, and respond within established internal/external regulatory parameters and policies. Indicative Specialist Skills Include; apply detailed knowledge of customs law and regulations to overseas sales and ordering. Apply detailed knowledge of inventory/stock requirements to obtain competitive quotations and initiate purchasing. Apply detailed knowledge of internal/external regulatory parameters and policies relating to industrial employment law, occupational health and safety, workers compensation claims procedures, superannuation requirements.

(vi) Information handling skills - skill level 5

Develop, plan and implement new paper based/manual filing records systems for the enterprise; assist in separate undertaking research (locate/solicit, summarise/extract and interpret information) related to function areas.

(vii) Business/financial skills - skill level 4

Post transactions to ledger and prepare a trial balance; prepare end of the period adjustments and transfers using general journal; prepare financial/tax schedules for periodic tax requirements such as payroll, sales and group tax returns; reconcile general ledger accounts; determine costing by calculating input costs and margins. Apply detailed knowledge of organisations credit terms to new accounts and to following up significant debtors, prepare periodic debtor statements.

(viii) Supervisory - skill level 2

Resolve operational problems for staff in lower grades, co-ordinate work flow within a section or unit, and counsel and advise staff who are under routine supervision.

(f) Grade 6 administrative officer

Adults Weekly award rates $1250.90

(i) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 5. They are responsible and accountable for their own work, and may have responsibility for the work of a section or unit. They exercise initiative, discretion and judgment within the range of their skills and knowledge. Supervision is by means of reporting to more senior staff as required.

(ii) Computer - skill level 5

Operating/co-coordinating a group of computers such as a small multi-user system or a large group of personal computers which may include operating a help desk, running and monitoring batch jobs and performing regular back-ups and restores.

(iii) Enterprise/industry, specialist skills - skill level 6

Apply knowledge of the organisation's objectives and performance, and apply specialist knowledge, in areas such as projected growth, product trends and general industry conditions, examples include: knowledge of competitors and major clients market structure in the performance of own responsibilities; import/export activities. Indicative Specialist Skills Include; Use knowledge of basic statistics to interpret data from spreadsheets, statistical tables, graphs and frequency tables in the performance of own responsibilities. Administration of workers compensation claims, insurance and disputed claims.

(iv) Supervisory - skill level 3

Plan and organise work priorities of a unit or section; re-schedule workloads as necessary and resolve operational problems for unit or section; monitor work quality of those supervised; use observations, diagnosis and intervention skills to ensure unit/section meets objectives; organise and chair necessary work meetings/conferences; assist in planning future sectional/office organisational resources and equipment needs.

(v) Business/financial skills - skill level 5

Administer individual salary packages, travel expenses, allowances and company transport. Administer specialist salary and payroll requirements, e.g. Eligible Termination Payments, Superannuation Trust Deed Requirements, Redundancy Calculations, Maintenance Support Schemes, etc.

(vi) Secretarial - skill level 4

As well as having shorthand skills of Skill Level 3, arrange conferences and external meetings, including venues, agendas, documentation, audio-visual requirements, catering, transport and accommodation; originate executive correspondence; assist executive in preparing, attending and following up appointments, interviews, meetings, etc; assume responsibility for Designated areas of executive's work, on delegated authority.

(3) Supervision

Employees are subject to five defined levels of supervision which can be generally categorised as follows:

Direct - the employee receives detailed instructions on work to be performed and is subject to frequent personal progress checks.

Routine - the employee receives broad instructions on work to be performed except when new or unusual features require more specific instructions. Work in progress is checked intermittently while all work is checked on completion.

General - the employee receives specific instructions only when new procedures or tasks are involved. Work is checked on completion.

Limited - the employee is subject to work checks which are generally confined to establishing that satisfactory progress is being made. Work is reviewed on completion.

Minimal - the employee is subject to final review/report back on work and may receive assistance with specific problems.

NB. Supervision is not a criterion for determining classification levels but should be used as a guide in determining the overall level of responsibility and autonomy expected of the principal functions of the job.

2026 WAIRC 00573

Clerks' (Wholesale & Retail Establishments) Award No. 38 of 1947

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - CLASSIFICATIONS AND WAGE RATES

11.1 Grading structure

11.1.1 Advising employees of grading

11.1.1 (a) All employees covered by this award shall be graded according to the grading structure set out in this clause. Employers shall advise their employees in writing of their grading and of any changes to their grading.

11.1.1 (b) Employees shall be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out in the Grade descriptors.

11.1.1 (c) This classification structure will not be used to assess the award wage rate of any person who is a proprietor, director, or manager of a company, business or undertaking, or any person to whom has been delegated the right to engage and terminate the employment of other employees.

11.1.1 (d) Employees may be required to train other employees in the skills of their own grade, or grades below their own, by means of personal instruction and demonstration.

11.1.2 Employees disputing grading

11.1.2 (a) An employee can dispute any grading or new grading made in accordance with 11.1 hereof by advising the employer in writing.

11.1.2 (b) If this dispute cannot be resolve by the employer and employee in a reasonable time it will be dealt with in accordance with the dispute resolution procedure in this award.

11.2 Classifications and wage rates

11.2.1 Grade 1 clerical assistant

Adult	**Weekly award rate $**
First year of experience at this grade	1020.80
Second year of experience at this grade	1039.40
Third year of such experience and thereafter	1054.90

11.2.1 (a) Employees in this grade perform and are accountable for clerical and office tasks as directed within the skill

levels set out. They work within established routines, methods and procedures. Supervision is routine or direct.

11.2.1 (b) Machine operation - skill level 1

Operate telephone/intercom systems (eg Commander type), telephone answering machines, facsimile machines, photocopiers, franking machines, guillotines, calculator and adding machines, paging system, typewriter and telex machines.

11.2.1 (c) Computer - Skill Level 1

Use knowledge of keyboard and basic menu-driven options and function keys to enter, retrieve and print data; use printer.

Use of safe and correct opening and closing down procedures.

11.2.1 (d) Information handling skills - skill level 1

Receive, sort, open, distribute incoming mail, process outgoing mail, receive incoming and despatch outgoing courier mail, deliver messages and documents to appropriate persons/locations;

Work with established filing/records system in accordance with set procedures including creating and indexing new files, distributing files/publications within the organisation as requested; monitoring file locations.

Prepare and collate documents, take telephone messages;

Transcribe information into records, sort and file documents/records accurately in correct locations/sequence using an established filing system.

11.2.1 (e) Enterprise/industry, specialist skills - skill level 1

Acquire and apply a limited knowledge of office procedures and requirements.

Relay internal information.

11.2.1 (f) Business/Financial - skills level 1

Sort, process and record original source financial documents (e.g. invoices, cheques, correspondence) on a daily basis.

11.2.2 Grade 2 clerical officer

Adults	**Weekly award rates $**
First year of experience at this grade	1069.10
Second year of experience at this grade	1074.60
Third year of experience at this grade and thereafter	1082.60

11.2.2 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 1. They are responsible and accountable for their own work, which is performed within established routines, methods and procedures.

Supervision is general.

11.2.2 (b) Technical Skills

Machine Operation - skill level 2

Operate switchboard (PABX system)

Keyboard Typing - skill level 1

Produce documents using standard formats at 25 wpm with 98% accuracy.

Computer- skill level 2

Manipulate previously created data bases, spreadsheets/worksheets; calculate alpha-numerical and related information to perform routine tasks and generate simple reports.

Word Processing - skill level 1

Produce simple and routine documents using keyboard skills within designated timeframes.

11.2.2 (c) Information handling skills - skill level 2

Maintain mail register and records. Use and maintain established filing/records systems in accordance with set procedures including creating and indexing new files, distributing files within the organisation as requested, monitoring file locations;

11.2.2 (d) Enterprise/industry, specialist skills - skill level 2

Acquire and apply a working knowledge of office or sectional operating procedures and requirements.

Interpret and action information supplied.

Acquire and apply a working knowledge of the organisation’s structure and personnel in order to deal with inquiries at first instance, locate appropriate staff in different sections, relay internal information, respond to or

redirect inquiries, greet visitors.

11.2.2 (e) usiness/financial skills - skill level 1

Assist in the maintenance of financial records and journals, including checks and authorisation. Maintain and record petty cash, prepare bank deposits and withdrawals banking; Check time and wage records.

11.2.3 Grade 3 clerical officer

Adults	**Weekly award rates $**
First year of experience at this grade	1092.80
Second year of experience at this grade	1105.20

11.2.3 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 2.

They are responsible and accountable for their own work, which is performed within established guidelines, they exercise limited discretion within the range of their skill and knowledge. Supervision is limited.

11.2.3 (b) Technical Skills

Machine Operation - skill level 3

Operate computerised radio telephone equipment, dictaphone equipment or other equipment of equal complexity.

Computer - skill level 3

Use one or more software application package(s) to operate and populate a database, spreadsheet/ worksheet to achieve a desired result; graph previously prepared spreadsheet; use simple menu utilities.

Following standard procedures to template for the preceding functions using existing models/fields of information.

Create, maintain and generate simple reports.

Keyboard Typing - skill level 2

Accurately produce documents and correspondence using knowledge of standard formats, touch type, audio type within established procedures.

Copy type at 40 wpm with 98% accuracy.

Word Processing - skill level 2

Use one or more software packages to create format, edit, proof read, spell check, print and save text documents, e.g. standard correspondence and business documents.

Apply additional functions such as search and replace, variable fonts, moving and

11.2.3 (c) Secretarial - skill level 1

Take shorthand notes at 80 wpm and transcribe with 98% accuracy. Arrange travel bookings and itineraries, make appointments.

11.2.3 (d) Enterprise/industry, specialist skills - skill level 3

Apply a working knowledge of the organisation's products/services, functions, locations and clients. Respond to and act upon most internal/external inquiries in own function area.

11.2.3 (e) Information handling skills - skill level 3

Oversee record management systems including review and analysis.

11.2.3 (f) Business/financial skills - skill level 2

Maintain financial records and journals, maintain payroll records; prepare accounts payable for payment.

11.2.4 Grade 4 clerical officer

Adults	**Weekly award rate $**
	1145.30

11.2.4 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 3. They are responsible and accountable for their own work, and exercise discretion and initiative in the organisation of work within prescribed limits. Supervision is limited.

11.2.4 (b) Keyboard typing - skill level 3

Format complex documents including technical data, technical language, tables, graphs, text design, indexing, variable type face; produce documents requiring specified form or to comply with regulations or standards.

11.2.4 (c) Computer - skill level 3

Apply knowledge of intermediate functions to manipulate data, i.e. modify fields of information, develop new basic databases or spreadsheet models; spreadsheet, perform reconciliation.

11.2.4 d) Word processing - skill level 2

Use one or more software packages to apply advanced functions such as text columns, money columns, tables, e.g. to produce financial statements, printed forms, sorting, boxes, create displays of charts or graphs in report format, select style sheets appropriate to final presentation.

11.2.4 (e) Secretarial - skill level 2

Take shorthand notes at 100 words per minute and transcribe at 95% accuracy; manage executive appointments; respond to invitations; organise internal meetings on behalf of executive; establish and maintain reference lists/personal contact systems for executives.

11.2.4 (f) Enterprise/industry, specialist skills - skill level 4

Provide detailed advice and information on the organisation's products and services; respond to client/public/supplier and internal organisation inquiries, within own function area, using such techniques as personal interview and liaison; explain organisation's viewpoint to clients and appropriate persons; using knowledge of internal/external regulatory requirements related to own function area. Acquire and use specialist vocabulary, i.e. technical/medical/legal within the scope of this grade.

11.2.4 (g) Information handling skills - skill level 4

Create new forms of files and records as required using computer-based records systems; e.g. customer/client/supplier and subscription lists. Access, identify, and extract information as required from external sources, e.g. databases, libraries, local authorities.

11.2.4 (h) Business/financial skills - skill level 3

Prepare cash payment summaries and banking reports; apply purchasing and inventory control requirements; reconcile debtors, creditors and general ledger accounts to balance; follow-up unpaid accounts by telephone liaison/interview, prepare documentation on overdue accounts for senior officers or referral to debt recovery processes; calculate wage and salary requirements including tax, superannuation and other deductions and transfer payments for authorisation; calculate stock valuations; prepare bank reconciliation; calculate costing using established formulae for all inputs and margins.

11.2.4 (i) Supervisory - skill level 1

Allocate work tasks to individuals, check work progress and correct errors.

11.2.5 Grade 5 administrative officer

Adult	**Weekly award rate $**
	1193.00

11.2.5 (a) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 4. They are responsible and accountable for their own work, and may have limited responsibility for the work of others. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is minimal.

11.2.5 (b) Computer - skill level 4

Use a variety of application software packages within a micro/personal computer network including importing data from one package to another. Evaluate usefulness or applicability of software programs (using existing software programs) and recommend preferred solutions to meet new or different application requirements. Use advanced spreadsheet functions (e.g. Macro functions etc) to enhance operation of the spreadsheet. Use a central computer resource to an equivalent standard.

11.2.5 (c) Word processing - skill level 3

Use all preceding word processing functions and integrate word processing software with other application software packages to produce complex text and data documents. Apply knowledge of desktop publishing to integrate complex documents. Apply advanced functions including Macros, moving columns for complex formatting of documents such as multi-column reports and presentations, including booklets. Apply complex maths functions.

11.2.5 (d) Secretarial - skill level 3

Take shorthand notes at 120 words per minute and transcribe at 95% accuracy; attend executive/organisational meetings and take minutes; answer executive correspondence from verbal or rough hand-written instructions; organise teleconferences.

11.2.5 (e) Enterprise industry, specialist skills - skill level 5

Apply detailed knowledge of the industry in which the organisation operates to complex issues/arrangements in such areas as consumer/client services, special products/service knowledge, and respond within established internal/external regulatory parameters and policies. Indicative Specialist Skills Include; apply detailed knowledge of customs law and regulations to overseas sales and ordering. Apply detailed knowledge of

inventory/stock requirements to obtain competitive quotations and initiate purchasing. Apply detailed knowledge of internal/external regulatory parameters and policies relating to industrial employment law, occupational health and safety, workers compensation claims procedures, superannuation requirements.

11.2.5 (f) Information handling skills - skill level 5

Develop, plan and implement new paper based/manual filing records systems for the enterprise; assist in separate undertaking research (locate/solicit, summarise/extract and interpret information) related to function areas.

11.2.5 (g) Business/financial skills - skill level 4

Post transactions to ledger and prepare a trial balance; prepare end of the period adjustments and transfers using general journal; prepare financial/tax schedules for periodic tax requirements such as payroll, sales and group tax returns; reconcile general ledger accounts; determine costing by calculating input costs and margins.

Apply detailed knowledge of organisations credit terms to new accounts and to following up significant debtors, prepare periodic debtor statements.

11.2.5 (h) Supervisory - skill level 2

Resolve operational problems for staff in lower grades, co-ordinate work flow within a section or unit, and counsel and advise staff who are under routine supervision.

11.2.6 Grade 6 administrative officer

Adults	**Weekly award rates $**
	1250.90

11.2.6 (a) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 5. They are responsible and accountable for their own work, and may have responsibility for the work of a section or unit. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is by means of reporting to more senior staff as required.

11.2.6 (b) Computer - skill level 5

Operating/co-ordinating a group of computers such as a small multi-user system or a large group of personal computers which may include operating a help desk, running and monitoring batch jobs and performing regular back-ups and restores.

11.2.6 (c) Enterprise/industry, specialist skills - skill level 6

Apply knowledge of the organisation's objectives and performance, and apply specialist knowledge, in areas such as projected growth, product trends and general industry conditions, examples include: knowledge of competitors and major clients market structure in the performance of own responsibilities; import/export activities. Indicative Specialist Skills Include; Use knowledge of basic statistics to interpret data from spreadsheets, statistical tables, graphs and frequency tables in the performance of own responsibilities. Administration of workers compensation claims, insurance and disputed claims.

11.2.6 (d) Supervisory - skill level 3

Plan and organise work priorities of a unit or section; re-schedule workloads as necessary and resolve operational problems for unit or section; monitor work quality of those supervised; use observations, diagnosis and intervention skills to ensure unit/section meets objectives; organise and chair necessary work meetings/conferences; assist in planning future sectional/office organisational resources and equipment needs.

11.2.6 (e) Business/financial skills - skill level 5

Administer individual salary packages, travel expenses, allowances and company transport. Administer specialist salary and payroll requirements, e.g. Eligible Termination Payments, Superannuation Trust Deed Requirements, Redundancy Calculations, Maintenance Support Schemes, etc.

11.2.6 (f) Secretarial - skill level 4

As well as having shorthand skills of Skill Level 3, arrange conferences and external meetings, including venues, agendas, documentation, audio-visual requirements, catering, transport and accommodation; originate executive correspondence; assist executive in preparing, attending and following up appointments, interviews, meetings, etc; assume responsibility for Designated areas of executive's work, on delegated authority.

11.3 Supervision:

Employees are subject to five defined levels of supervision which can be generally categorised as follows:

Direct - the employee receives detailed instructions on work to be performed and is subject to frequent personal progress checks.

Routine - the employee receives broad instructions on work to be performed except when new or unusual features require more specific instructions. Work in progress is checked intermittently while all work is checked on completion.

General - the employee receives specific instructions only when new procedures or tasks are involved. Work is checked on completion.

Limited - the employee is subject to work checks which are generally confined to establishing that satisfactory progress is being made. Work is reviewed on completion.

Minimal - the employee is subject to final review/report back on work and may receive assistance with specific problems.

NB. Supervision is not a criteria for determining classification levels but should be used as a guide in determining the overall level of responsibility and autonomy expected of the principal functions of the job.

11.4 Junior Employees

Base Rate (per week) expressed as a percentage of the rate prescribed for the relevant year of experience at the Grade in paragraph 11.1 hereof appropriate to the work performed by the junior employee -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

11.5 Casual Employees

11.5.1 A casual clerk may be employed at an hourly rate for a lesser period than four weeks and shall be paid while so employed, twenty-five percent in addition to the Weekly award rate prescribed by this award with a minimum engagement of four hours: Provided that, notwithstanding anything contained in this subclause, the basis and terms of employment of a casual clerk may be varied by agreement in writing between the employer and the Union.

11.5.2 Subject to any agreement between the employer and the employee to the contrary, subclause (6) of Clause 7. - Hours of Duty, shall not apply to such casual employee.

11.6 Part-time Employees:

11.6.1 A part-time employee shall be an employee engaged at an hourly rate for a lesser period per week than the hours usually worked in each establishment.

11.6.2 Progression through the incremental levels of the appropriate grade in this clause shall be strictly related proportionally in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

11.6.3 Payment of annual leave and sick pay for part-time employees shall be strictly related proportionately in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

11.6.4 Subject to any agreement between the employee and the employer to the contrary, subclause (5) of Clause 7. - Hours of Duty, shall not apply to part-time employees.

11.7 Implementation:

An employer shall grade clerical employees according to this clause no later than the first pay period on or after the 1st October 2004 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase shall be implemented and paid in the following manner -

where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st October 2004:

where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st January 2005;

where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004 , two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st January 2005, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st April 2005;

where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st January 2005, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st April 2005 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1 July 2005.

2026 WAIRC 00574

Clothing Trades Award 1973

18A. – RATES OF PAY POST TRANSITION PERIOD

(1) Subject to the provisions of Clause 26. – Aged, Infirm or Slow Employees of this award, employees in the skill levels set out in subclause (3) of this clause shall be paid the weekly award rate set out opposite those skill levels in subclause (2) of this clause.

(2) **Skill Based Classification Structure**

(a) The following wage schedule will operate from the beginning of the first pay period commencing on or after 1 July 2026.

Skill Level	Relativity to Skill Level 4	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Award Rate
Trainee	78	299.50	25.90	672.90	998.30
1	82	314.30	27.80	656.20	998.30
2	87.4	334.00	30.60	663.90	1028.50
3	92.4	345.70	39.80	671.30	1056.80
4	100	358.30	58.90	688.00	1105.20
5	Na	376.30	82.60	706.30	1165.20

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

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

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

(3) **Skill Levels**

Trainee

Employees at this level:

Shall be new entrants into the industry.

Shall for a period of up to three months undergo approved (including induction) training so as to enable them to achieve the level of competence required to be classified at skill level 1.

Shall work under the following conditions:

Totally defined procedures and methods

Constant direct supervision

Constant direct training

Progressive assessment and feedback

Training for new entrants will be determined in accordance with the needs of the enterprise, but shall involve instruction aimed at assisting trainees to achieve the range of competencies required at skill level 1, including:

The knowledge and skills required to apply relevant Occupational Health and Safety practices and procedures.

The knowledge and skills required to apply specified quality control standards to their own work.

The knowledge and skills required to apply specified operation practices and procedures and to meet efficiency requirements.

The knowledge and skills required to apply minor equipment/machine maintenance relevant to the equipment involved in the performance of their own work.

Skill Level 1

Employees at this level:

1. Shall work to defined procedures/methods either individually or in a team environment and
2. Shall exercise skills to perform basic tasks and
3. Shall be aware of and apply basic quality control skills in the receipt and completion of their own work to the specified quality standards.

In addition, according to the needs and operational requirements of the enterprise, employees at this level:

4. May be required to exercise the skill necessary to assist in providing basic on-the-job instruction by way of demonstration and explanation.
5. May be required to record basic information on production and/or quality indicators as required.
6. May be required to work in a team environment.

7. May be required to apply minor equipment/machine maintenance.
8. May be required to exercise key pad skills.
9. May be required to exercise the level of English literacy and numeracy skills to effectively perform their tasks.
10. May commence training in additional skills required to advance to a higher skill level.

Skill Level 2

Employees at this level exercise the skills required to be graded at skill level 1, and

1. Shall work to defined procedures/methods, either individually or in a team environment, and
2. Shall exercise the skills to perform intermediate tasks, and
3. Shall understand and apply quality control skills in their own work and component parts (including understanding of the likely cause/s of deviations to specified quality standards in their own work).

   In addition, according to the needs and operational requirements of the enterprise, employees at this level:

4. May be required to exercise the skill necessary to assist in providing on-the-job instruction to employees in skills required at skill level 2 and below by way of demonstration and explanation.
5. May be required to record detailed information on production and/or quality indicators as required.
6. May be required to exercise team work skills.
7. May be required to identify and rectify minor equipment/machine faults, and report problems that cannot be rectified to a mechanic or supervisor.
8. May be required to exercise basic computer skills.
9. May commence training in additional skills required to advance to a higher skill level.

Skill Level 3

Employees at this level exercise the skills required to be graded at skill level 2, and

1. Shall exercise discretion, initiative and judgement on the job in their own work, either individually or in a team environment, and
2. Shall exercise skills to:
   (a) perform a complex task/s, or
   (b) perform a series of different operations on a machine/s, or
   (c) use a variety of machine types three of which require the exercise of level 2 skills, and
3. (a) Shall be responsible for quality assurance in their own work and assembly of component parts including having an understanding of how this work relates to subsequent production processes and its contribution to the final appearance of the garment.

   In addition, according to the needs and operational requirements of the enterprise, employees at this level:

   (b) May be required to investigate causes of quality deviations to specified standards and recommend preventative action.
4. May be required to exercise the skills necessary to assist in providing on-the-job instruction to employees in skills required at skill level 3 and below by way of demonstration and explanation.
5. May be required to record detailed information on, and recommend improvements to, production and/or quality.
6. May be required to take a co-ordinating role for a group of employees or in a team environment (which includes contributing to the identification and resolution of the problems of others and assisting in defining work group procedures and methods), where the members of the group or team are at skill level 3 and below.
7. May be required to exercise advanced equipment maintenance and problem solving skills (including identification of major equipment faults).
8. May commence training in additional skills required to advance to a higher skill level.

Skill Level 4

Employees at this level exercise the skills required to be graded at skill level 3 and have a comprehensive knowledge of product construction. Employees at this level shall also:

Apply skills and knowledge, equivalent to that of a qualified tradesperson, that have been acquired as a result of training or experience, or

Hold a relevant trade certificate, and

1. Shall work largely independently (including developing and carrying out of a work plan to specifications), and
2. Shall exercise a range of skills involving planning, investigation and resolution of problems, and/or training, and/or supervision, and/or specialised technical tasks, or

   Shall make a whole garment to specifications, or exercise equivalent skills.

In addition, according to the needs and operational requirements of the enterprise, employees at this level:

3. May be required to apply quality control/assurance techniques to their work group or team.

4. May have designated responsibility for the training of other employees (and if so shall be trained trainers).

5. May be responsible for quality and production records relating to their own work group or team.

6. May be required to take a co-ordinating role for a group of workers or in a team environment (which includes contributing to the identification and resolution of the problems of others and assisting in defining work group procedures and methods), where the members of the group or team are at skill level 4 and below.

7. May be required to exercise advanced equipment maintenance and problem solving skills (including identification of major equipment faults and organisation or performance or necessary repair).

8. May commence training in additional skills required to advance to a higher skill level.

Explanation of terms

1. **Basic tasks**

Uncomplicated tasks which are easily learned and involve little decision making whether machine or non machine.

Basic machine tasks are those where the positioning of the work may be controlled by guidebars and sensor lights, or other such guiding devices or where there is uncomplicated feeding of the fabric.

2. **Intermediate tasks**

Tasks which are more difficult to learn, involve more decision making than skill level 1 tasks and which may require fabric knowledge, whether machine or non machine.

Intermediate machine tasks require skill in positioning, feeding and handling of work involving directional changes, contouring or critical stopping points, or require feeding and handling skills beyond those of a skill level 1 operator because of fabric variation.

Intermediate non machine tasks require skills to perform a sequence of related tasks.

3. **Complex tasks**

Tasks which are more difficult to learn and involve a higher level of decision making than skill level 2 tasks, whether machine or non machine.

Complex machine tasks require fabric manipulation skills and knowledge beyond those of a skill level 2 operator to perform more difficult tasks or to handle and align the sections while ensuring correct shaping of the end result because of the complexity of combining parts or because of frequent variation in fabrics.

4. **Series of different operations on a machine/s**

Performing a sequence of different operations on a machine/s to complete the majority of a complex garment.

5. **Machine**

Any piece of equipment which performs a significant part of an operation in:

designing/grading of patterns

marker spreading

spreading of fabric

cutting, sewing, finishing, pressing and packaging of products

and which is powered by an external source i.e. electricity, steam or compressed air or combinations of these.

Hand tools are not machines and refer to those items which are primarily powered by the operator e.g. scissors, shears, staplers, tagging guns and tape dispensers.

6. **Variety of machine types**

Three or more different types of machines which are sufficiently different in their operation to require the exercise of different skills (i.e. a button holer and a button sewer are the same machine type for this purpose whereas a button holer and an overlocker are different machine types).

7. **Whole garment machinist or equivalent skills**

A machinist who works largely independently in producing a complex garment from written specifications and patterns. Examples of "equivalent skills" include:

sample machinist

·machinist who performs each of the operations required to complete a complex whole garment from specifications

a fully multi-skilled machinist who is required to perform any of the operations involved in the making of a complex whole garment to specification.

8. **Skill**

The application of a combination of abilities, knowledge and attributes to competently perform a given activity

or activities.

9. **Competence**

The ability to perform a particular activity or activities to a prescribed standard (or standards) and under a prescribed set of circumstances.

10. **Component parts**

The parts of the product which the operator receives in order to perform their job.

11. **Key pad skills**

Ability to use a small panel of keys, either numerical or with symbols, to operate equipment.

12. **Basic computer skills**

Use of a computer to enter, retrieve and interpret data.

13. **Co-ordinating role**

A role which involves responsibility for organising and bringing together the work and resource requirements of a work group or team.

14. **Defined procedures /methods**

Specific instructions outlining how an operator is to do their job.

15. **Largely independently**

Where the employee is accountable for own results including:

carrying out assigned task

co-ordinating processes

setting and working to deadlines.

16. **Designated responsibility**

Identified by management as a person with a specific role or responsibility.

17. **Minor equipment /machine maintenance**

Includes cleaning and minor adjustments to the equipment involved. In the case of sewing machines for example, it may include:

changing needles

cleaning

lubrication

tension and stitch adjustment.

18. **On-the-job instruction**

Demonstrating, showing, explaining and/or guiding other employees as to how to perform a particular task or operation to a competent standard.

19. **Quality assurance**

The overall system and plans used to provide confidence that goods and services will satisfy given requirements.

20. **Quality control**

The activities used to check that materials and products meet quality specifications; includes the grading of product into acceptable and unacceptable categories.

21. **Quality deviations**

Departures from a quality standard.

22. **Quality indicators**

Information used to determine whether a quality standard has been met.

23. **Specified quality standards**

Detailed standards against which quality is measured.

24. **Team environment**

An environment involving work arrangements in which a group of people work closely, flexibly and in co-operation with each other to ensure efficient and effective performance.

(4) **Supplementary Payments**

(a) An adult weekly employee shall be paid not less than the award rate specified in subclause (2)(a) and (2)(b) hereof.

(b) The supplementary payment specified in subclause (2)(a) and (2)(b) hereof is in substitution for any overaward payment received by an employee immediately prior to the beginning of the first pay period to commence on or

after 1 November 1993 which shall be reduced by the amount of the supplementary payment or discontinued if the overaward payment was less than the supplementary payment.

"Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment", or any term whatsoever) which an employee would receive in excess of the award rate specified in subclause (2)(a) and (2)(b) hereof but shall not include overtime, shift allowances, penalty rates, disability allowances, or any other ancillary payments of a like nature prescribed by this award.

(c) Whenever a decision of the Western Australian Industrial Relations Commission provides that award wage rates are to be increased by a percentage, a flat amount, or a combination of both, the base rate and the award rate prescribed in subclause (2)(a) and (2)(b) hereof shall be increased by either the specified percentage or by adding the specified flat amount. The supplementary payment shall then be calculated by deducting the new base rate from the new award rate, and any increase in the supplementary payment shall not reduce the level of overaward payment defined in paragraph (b) hereof.

(d) The award rate specified in subclause (2)(a) and (2)(b) hereof and which includes the supplementary payment specified in subclause (2)(a) and (2)(b) hereof shall be paid for all purposes of this award.

19. – 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00575

Club 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	1996.60
Level 1	Food & Beverage Attendant Grade 1 Kitchen Attendant Grade1 Guest Services Grade 1 Gardener General Hand Yardman	1996.60
Level 2	Food & Beverage Attendant Grade 2 Cook Grade 1 Kitchen Attendant Grade 2 Night Porter Storeperson Grade 1 Doorperson/Security Officer Grade 1 Guest Services Grade 2	2064.00
Level 3	Food & Beverage Attendant Grade 3 Cook Grade 2 Kitchen Attendant Grade 3 Guest Services Grade 3 Storeperson Grade 2 Timekeeper/Security Officer Grade 2 Handyperson Forklift Driver	2113.40
Level 4	Cook Grade 3 Storeperson Grade 3 Food & Beverage Attendant Grade 4 (Tradesperson) Guest Service Grade 4	2210.50
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	2330.90
Level 6	Cook Grade 5	2385.50

(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 WAGE -ADULT MALES & 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

2026 WAIRC 00576

Commercial Sales Representatives' Award (WA)

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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 following shall be the minimum weekly rates of wages payable to full-time employees covered by this award with effect from the beginning of the first pay period commencing on or after 1 July 2026.

(a)

	Award Rate $
(i) Sales Representative	1105.20
(ii) Country Sales Representative	1155.10

(b) During the first three months in the industry in which the employer is engaged, an employee classified in (a)(i) or (a)(ii) above, shall be paid 91% of the appropriate rate of pay rounded to the nearest ten cents.

(c) A Probationary Sales Representative classified in (a)(i) or (a)(ii) above, shall be paid 91% of the appropriate

rate of pay rounded to the nearest ten cents.

(2) Provided that a Sales Representative required by their employer to make periodic visits to country areas which necessitates them staying away from their normal place of residence for three or more nights in any one week, shall be paid as a Country Sales Representative for that week.

(3) Where an employee is engaged on a "commission only" basis or on a "commission and retainer" basis they shall be paid per week not less than the relevant minimum rate of pay prescribed in this award. Where an employee is employed on a "commission only" or "retainer and commission" basis the period in relation to which commission shall be calculated shall not be more than one month. The balance of commission outstanding after payment of the minimum remuneration as provided for by this clause shall be paid to the employee not later than one week following the last day of the said period.

At the time of payment of commission each employee shall be furnished with sufficient information to enable the employee to check the correctness of the amount of commission paid.

2026 WAIRC 00577

Community Colleges Award, 1990

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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) LECTURER SCALE

			Minimum Salary per annum $	Safety Net Adjustment per annum $	Total Salary per annum $
(a)	1.	Normal minimum commencing point for lecturers possessing no relevant post secondary qualifications	21558	33407	54965
	2.		23229	34129	57358
	3.		24900	35027	59927
	4.		26573	35615	62188
	5.	Minimum commencing point for graduate or equivalent qualification (UG2, UG1) without relevant experience	28265	36364	64629
	6.	Minimum commencing point for trades lecturer with at least 5 years relevant post apprenticeship experience	30037	37293	67330
	7.		31811	38078	69889
	8.	Normal maximum point for lecturers possessing no relevant formal post secondary qualifications	33582	38861	72443
	9.		35357	39492	74849
	10.	Normal maximum point for lecturers not possessing relevant graduate qualifications (UG2, UG1) or equivalent level	37131	40275	77406
	11.		38903	41057	79960
	12.	Normal maximum point for lecturers with relevant graduate qualifications. Progression beyond this level requires a relevant four year UG1 graduate qualification or equivalent	40677	41840	82517
	13.		42451	42625	85076
	14.		44225	43407	87632

(b) A UG1 or UG2 qualification means an advanced education or university level award which meets the criteria for those qualifications laid down from time to time by the Australian Council for Tertiary Awards, or its predecessor.

(c) For Level 5, an approved equivalent means the qualification should be of similar level requiring a minimum of three years full time study beyond the year 12 level of secondary education at an advanced education level.

(d) Equivalent qualification for UG1 includes the following:

- UG2 plus a relevant TAFE Diploma;
- or a three year UG1 or UG2 plus one year post graduate award;
- or any other equivalent level of qualification approved by the employer.

(e) The performance management process will in special circumstances and subject to the lecturer completing a year of service at the level of a bar enable a lecturer to proceed beyond that bar, provided that no lecturer shall move beyond Level 12 unless that person possesses a relevant graduate qualification.

(2) SENIOR LECTURER

	Minimum Salary per annum $	Safety Net Adjustment per annum $	Total Salary per annum $
The salary of a Senior Lecturer shall be	47322	44772	92094

(3) HEAD OF DEPARTMENT

(a)	1.	48542	45314	93856
	2.	50263	46072	96335
	3.	51984	46831	98815

(b) Salary progression for a Head of Department shall be determined by Clause 12. - Annual Increments of this award. In subclause (2) of Clause 12. - Annual Increments of this award, annual increment dates shall be determined with reference to the date of appointment as a Head of Department.

(4) ALLOWANCES

Administrative and Management allowances shall be payable to staff appointed to the Lecturer Scale in accordance with the following provisions:

(a) the allowance shall be payable only in respect of special duties assigned from time to time by the Director;

(b) an Administration allowance of $1131 p.a. shall be payable for significant administrative responsibility involving the organisation and supervision of resources for programmes; and

(c) a Management allowance of $2262 p.a. shall be payable for significant programme management responsibilities including line responsibility for full time staff and budget control.

(5) FRACTION OF FULL TIME

Where the employment is on a fraction of full time basis the salary payable shall be a proportion of the appropriate full time salary prescribed by this clause for that employee, according to the fraction of full time being worked.

(6) 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.

SCHEDULE B - PART TIME PROVISIONS

	Minimum Salary $ per hour	Safety Net Adjustment $ per hour	Total
Group A	50.00	43.47	93.47
Group B	41.24	38.94	80.18
Group C	38.43	37.47	75.90
Group D	34.27	35.32	69.59
Group E	25.85	31.02	56.87

(1) This scale will be adjusted annually in accordance with any change in full time academic salaries.

(2) Part time employees will be paid the hourly rates in this schedule or by such contract sum as may be agreed between the part time employee and the employer.

(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.

2026 WAIRC 00578

Community Welfare Department Hostels Award 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

21. - WAGES

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

	Base Rate	Arbitrated Safety Net Adjustment	Minimum award wage
Cook			
1st year of employment	397.70	675.50	1073.20
2nd year of employment	402.00	676.70	1078.70
3rd year of employment and thereafter	406.10	678.30	1084.40
Groundsperson and/or Gardener			
1st year of employment	383.60	670.50	1054.10
2nd year of employment	385.10	671.00	1056.10
3rd year of employment and thereafter	392.30	673.40	1065.70
Domestic Employee			
1st year of employment	369.70	665.50	1035.20
2nd year of employment	374.30	667.20	1041.50
3rd year of employment and thereafter	378.40	668.70	1047.10

The classification Domestic Employee includes the following designations:

Kitchen Attendant, Pantry Attendant, Domestic, Yard Assistant, Dining Room Attendant, Laundry Employee and Machinist.

(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 Workers shall receive the following percentage of the 1st year 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 appointed as such by the employer shall be paid $24.30 per week in addition to the rates prescribed herein.

(c) A leading band placed in charge of not less than three other employees shall be paid $24.30 per week in addition to the rates prescribed herein.

(d) Employees who are required to work their ordinary hours each day in two shifts and where the break between the two shifts is not less than three hours shall be paid $3.80 per day reimbursement for travelling expenses.

2026 WAIRC 00579

Contract Cleaners' (Ministry of Education) Award, 1990

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

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

	Base Rate	Arbitrated Safety Net Adjustments	Wages per week
Cleaners	$377.40	668.40	$1045.80

(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) A casual employee shall receive 20% of the ordinary rate in addition to the ordinary rates prescribed herein for his/her class of work.

(3) Leading Hands:

Any full-time employee placed in charge of other employees shall be paid, in addition to the appropriate wage prescribed, the following:

Cleaner In Charge of a High School	$24.80 per week
Cleaner In Charge of a TAFE College:	
35 hours or less	$74.20 per week
35 hours or more	$99.00 per week

2026 WAIRC 00580

Contract Cleaners Award, 1986

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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) The minimum total rates of wages payable to employees covered by this award shall be

	Rate Per Week Award Wage	Arbitrated Safety Net	Total Wage
	$	$	$
(a) **Adult Employees:**			
Cleaner	412.60	615.90	1028.50
Window Cleaner	419.30	618.20	1037.50
(b) **Casual Employees:**			
Cleaner		32.48	
Window Cleaner		32.76	

(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) Junior Employees:

The minimum rate of wage payable to junior employees engaged in a classification prescribed by subclause (1) of this clause shall be the percentage of the prescribed wage for an adult cleaner, as follows:

	%
Under 19 years of age	70

19 to 20 years of age	80
20 to 21 years of age	90

(3) Leading Hands:

Any full-time employee placed in charge of other employees shall be paid, in addition to the appropriate wage prescribed, the following:

	Rate Per Hour$
In charge of up to ten Cleaners	0.90
More than ten Cleaners	1.70

2026 WAIRC 00581

Crisis Assistance, Supported Housing Industry - Western Australian Interim Award 2011

5A 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 $998.30 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 $998.30 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 2026.

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 2026 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 $828.90 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 $828.90 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 2026.

(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.

13 CLASSIFICATIONS AND SALARY RATES

13.1 Rates of pay

(1) The minimum annual rate of salary to be paid to employees will be in accordance with the rates set out in this clause.

(2) The classification of employees will be determined in accordance with the classification definitions.

(3) For the purpose of the calculation and payment of salaries, the weekly salary will be calculated by dividing the annual salary by 52.1667.

(4) For the purpose of calculating hourly rates under this award, the weekly salary will be divided by 38, except where employees are on an accrued days off system, in which case the divisor will be 40.

(5)

Level		Rate of Pay Per Annum
Community Services Worker 1		
	1	53197
	2	54661
Community Services Worker 2		
	1	56265
	2	57917
	3	59486
Community Services Worker 3		
	1	60909
	2	62474
	3	63669
Community Services Worker 4		
	1	63669
	2	64833
	3	66400
	4	69540
Community Services Worker 5		
	1	70958
	2	72528
	3	73945
Community Services Worker 6		
	1	75514
	2	77081
	3	78653
Community Services Worker 7		
	1	80220
	2	81789
	3	83355
Community Services Worker 8		
	1	86494
	2	88062
	3	89630
Community Services Worker 9		
	1	92770

14.2 **Supported wage rates**

14.2.1 Employees to whom this clause applies will be paid the applicable percentage of the minimum rate of pay prescribed by this award/agreement for the class of work which the person is performing according to the following schedule:

Assessed capacity (15.4)	% of Prescribed award rate
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%

60%	60%
70%	70%
80%	80%
90%	90%

14.2.2 Provided that the minimum amount payable will be not less than $113 per week.

14.2.3 Where a person's assessed capacity is 10%, they will receive a high degree of assistance and support.

14.3 Assessment of capacity

14.3.1 For the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the supported wage system and documented in an assessment instrument by either:

(1) the employer and a union party to the award, in consultation with the employee or, if desired by any of these;

(2) the employer and an accredited assessor from a panel agreed by the parties to the award and the employee.

14.3.2 Lodgement of assessment instrument

(1) All assessment instruments under the conditions of this clause, including the appropriate percentage of the award rate to be paid to the employee, will be lodged by the employer with the Registrar of the Industrial Relations Commission.

(2) All assessment instruments will be agreed and signed by the parties to the assessment, provided that where a union which is party to the award, is not a party to the assessment, it will be referred by the Registrar to the union by certified mail and will take effect unless an objection is notified to the Registrar within ten working days.

14.3.3 Review of assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review will be in accordance with the procedures for assessing capacity under the supported wage system.

14.3.4 Other terms and conditions of employment

Where an assessment has been made, the applicable percentage will apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other employees by this award paid on a pro rata basis.

14.3.5 Workplace adjustment

An employer wishing to employ a person under the provisions of this clause will take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other employees in the area.

14.3.6 Trial period

(1) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding twelve weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

(2) During the trial period the assessment of capacity will be undertaken and the proposed rate for a continuing employment relationship will be determined.

(3) The minimum amount payable to the employee during the trial period will be no less than $113 per week.

(4) Work trials should include induction or training as appropriate to the job being trialled.

(5) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment will be entered into based on the outcome of assessment under 14.3.1 of this award.

17.6 Location allowance

17.6.1 Subject to the provisions of this clause, in addition to the rates prescribed in the wages clause of this award, an employee shall be paid the following weekly allowances when employed in the towns prescribed hereunder. Provided that where the wages are prescribed as fortnightly rates of pay, these allowances shall be shown as fortnightly allowances.

TOWN	PER WEEK
Agnew	$26.60
Argyle	$72.10
Balladonia	$28.00
Barrow Island	$46.90
Boulder	$11.50
Broome	$43.10
Bullfinch	$12.40
Carnarvon	$22.10
Cockatoo Island	$47.10

Coolgardie	$11.50
Coral Bay	$39.60
Cue	$27.50
Dampier	$37.60
Denham	$22.10
Derby	$44.70
Esperance	$7.60
Eucla	$30.00
Exmouth	$39.60
Fitzroy Crossing	$54.50
Halls Creek	$63.30
Kalbarri	$9.70
Kalgoorlie	$11.50
Kambalda	$11.50
Karratha	$45.40
Koolan Island	$47.10
Koolyanobbing	$12.40
Kununurra	$72.10
Laverton	$27.40
Learmonth	$39.60
Leinster	$26.60
Leonora	$27.40
Madura	$29.00
Marble Bar	$70.30
Meekatharra	$23.70
Mount Magnet	$29.90
Mundrabilla	$29.50
Newman	$25.60
Norseman	$24.00
Nullagine	$70.20
Onslow	$46.90
Pannawonica	$34.90
Paraburdoo	$34.80
Point Samson	$43.20
Port Hedland	$37.40
Ravensthorpe	$14.00
Roebourne	$52.30
Sandstone	$26.60
Shark Bay	$22.10
Southern Cross	$12.40
Telfer	$64.40
Teutonic Bore	$26.60
Tom Price	$34.80
Whim Creek	$44.90
Wickham	$43.20
Wiluna	$26.90
Wyndham	$67.30

17.6.2 Except as provided in subclause 17.6.3, an employee who has:

(1) a dependant shall be paid double the allowance prescribed in subclause 17.6.1;

(2) a partial dependant shall be paid the allowance prescribed in subclause 17.6.1 plus the difference between that rate and the amount such partial dependant is receiving by way of a district or location allowance.

17.6.3 Where an employee:

(1) is provided with board and lodging by their employer, free of charge; or

(2) is provided with an allowance in lieu of board and lodging by virtue of the award or an order or agreement made pursuant to the Act;

such employee shall be paid 66 2/3 per cent of the allowances prescribed in subclause 17.6.1.

17.6.4 Subject to subclause 17.6.2, junior employees, casual employees, part time employees, apprentices receiving less than adult rate and employees employed for less than a full week shall receive that proportion of the location allowance as equates with the proportion that their wage for ordinary hours that week is to the adult rate for the work performed.

17.6.5 Where an employee is on annual leave or receives payment in lieu of annual leave they shall be paid for the period of such leave the location allowance to which they would ordinarily be entitled.

17.6.6 Where an employee is on long service leave or other approved leave with pay (other than annual leave) they shall only be paid location allowance for the period of such leave they remain in the location in which they are employed.

17.6.7 For the purposes of this clause:

(1) **"**Dependant" shall mean:

(a) a spouse or defacto partner; or

(b) a child where there is no spouse or defacto partner;

who does not receive a location allowance or who, if in receipt of a salary or wage package, receives no consideration for which the location allowance is payable pursuant to the provisions of this clause.

(2) "Partial Dependant" shall mean a "dependant" as prescribed in 17.6.7(1) who receives a location allowance which is less than the location allowance prescribed in subclause 17.6.1 or who, if in receipt of a salary or wage package, receives less than a full consideration for which the location allowance is payable pursuant to the provisions of this clause.

17.6.8 Where an employee is employed in a town or location not specified in this clause the allowance payable for the purpose of subclause 17.6.1 shall be such amount as may be agreed between Australian Mines and Metals Association, the Chamber of Commerce and Industry of Western Australia and UnionsWA or, failing such agreement, as may be determined by the Commission.

17.6.9 Subject to the making of a General Order pursuant to s.50 of the Act, that part of each location allowance representing prices shall be varied from the beginning of the first pay period commencing on or after the 1st day in July of each year in accordance with the annual percentage change in the Consumer Price Index (excluding housing) for Perth, measured to the end of the immediately preceding March quarter, the calculation to be taken to the nearest ten cents.

17.7 Additional provisions relating to location allowance

17.7.1 The location allowance to be paid to employees employed in the towns or locations of Gascoyne Junction, Meeberrie (Murchison), Menzies, Westonia and Yalgoo will be as follows:

(1) Employees employed at Gascoyne Junction will be paid a location allowance as for Cue.

(2) Employees employed at Meeberrie (Murchison) will be paid a location allowance as for Mundrabilla.

(3) Employees employed at Menzies will be paid a location allowance as for Mundrabilla.

(4) Employees employed at Westonia will be paid a location allowance as for Ravensthorpe.

(5) Employees employed at Yalgoo will be paid a location allowance as for Eucla.

17.7.2 An employee employed in the towns or locations in 17.7.1 will be paid location allowance subject to the provisions in subclause 17.6.

22 SHIFT WORK

22.11 Inactive shifts

22.11.1 Notwithstanding the other provisions of this award where the requirements of the service enables inactive shifts to be undertaken, employees may be rostered for inactive shifts.

22.11.2 An **inactive shift** will mean a rostered night shift during which an employee is required to attend at the employer's premises but, except for routine securing of and remaining on the premises, is not required to carry out other duties for in excess of an average of 1/10th of the hours of such shifts. The average of other duties will be calculated over the number of inactive shifts undertaken in a pay period.

22.11.3 Subject to this subclause all hours of inactive shifts, including other duties time which is not paid as overtime, will be regarded as ordinary hours for the purposes of this award.

22.11.4 All time spent on other duties in excess of the 1/10th average in a pay period will be regarded as overtime and payable at the employee's substantive award classification in accordance with clause 21 - Overtime.

22.11.5 Notwithstanding the other provisions of this award the rate of pay for inactive shifts will be $24.43 per hour to be amended from time to time in accordance with the adult minimum wage rate, but where a casual employee is engaged on inactive shifts, the casual loading will apply in addition to the hourly rate referred to herein.

22.11.6 Employers seeking to introduce new inactive shift arrangements after the date of commencement of this award may do so utilising the provisions of clause 6 - Enterprise flexibility.

2026 WAIRC 00582

Cultural Centre 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

16. - WAGES

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

	Base Rate	Arbitrated Safety Net Adjustment	Minimum Award Wage
Cleaner			

1st year of employment	370.10	665.90	1036.00
2nd year of employment	374.10	667.20	1041.30
3rd year of employment and thereafter	378.30	668.70	1047.00
Groundskeeper			
1st year of employment	378.00	668.60	1046.60
2nd year of employment	385.60	671.30	1056.90
3rd year of employment and thereafter	393.70	674.30	1068.00
Attendant or Receptionist			
Attendant			
1st year of employment	394.30	674.40	1068.70
2nd year of employment	402.70	677.20	1079.90
3rd year of employment and thereafter	411.10	680.20	1091.30
Security Officer			
1st year of employment	394.30	674.40	1068.70
2nd year of employment	402.70	677.20	1079.90
3rd year of employment and thereafter	411.10	680.20	1091.30
Assistant Supervisor			
1st year of employment	432.00	694.80	1126.80
2nd year of employment	440.20	698.30	1138.50
3rd year of employment and thereafter	448.40	701.90	1150.30
Installation Assistant			
1st year of employment	461.30	707.60	1168.90
2nd year of employment	468.40	707.70	1176.10
3rd year of employment and thereafter	476.30	711.50	1187.80
Attendant Supervisor			
1st year of employment	476.20	711.50	1187.70
2nd year of employment and thereafter	491.50	718.20	1209.70
Installation Supervisor			
1st year of employment	521.30	731.20	1252.50
2nd year of employment and thereafter	535.40	737.20	1272.60
Regional Attendant			
1st year of employment	432.00	694.80	1126.80
2nd year of employment	440.20	698.30	1138.50
3rd year of employment and thereafter	448.40	701.90	1150.30

(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) 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 one and more than five other employees	$30.20
(b)	if placed in charge of more than six and not more than ten other employees	$46.30
(c)	if placed in charge of more than 11 other employees	$59.40

(3) A casual employee shall receive 20% of the ordinary rate in addition to the ordinary rate for their class of work.

2026 WAIRC 00583

Dairy Factory Workers' 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

29. - WAGES

(1) The minimum weekly rate of wage payable to employees covered by this award shall be as expressed hereunder as a base rate, supplementary payment and arbitrated safety net adjustments: -:

		Base rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate
(a)	Dairy Production Worker - Grade I				
	A new employee with less than three months of employment in the industry who performs routine duties under supervision	284.70	40.70	672.90	998.30
(b)	Dairy Production Worker - Grade II				
	Shall mean an employee classified as such engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties under supervision beyond the skills of a Grade I employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
	Special Duties - Grade II				

	Recrater/Decrater	314.00	44.80	662.00	1020.80
	Cool Room Hand				
	Wheeler				
	Yard Person				
	Auto Cutting, (Cheese Section)				
	Spotter				
	Hand Packer				
	Machine Feeder				
	Hand Conveyor Loader				
	Box Maker				
	Powdered Milk Bagger				
	Cleaner (General)				
(c)	Dairy Production Worker - Grade III				
	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 and who is able to perform duties with routine supervision, beyond the skills of a Grade II employee and who, may, be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
	Special Duties - Grade III				
(i)	Mobile Electric Milk Crate Lifter	321.20	45.90	665.00	1032.10
(ii)	Cheese Room Hand (Machine Operator)				
(iii)	Mill Attendant (Casein/Cheese Manuf. Plants)				
(iv)	Separator Operator				
(v)	Freezer Room Hand				
(vi)	Laboratory Assistant				
(vii)	Bulk Bag Operator (Milk Section)				
(viii)	Separator Operator (Cheese)				
(ix)	Pickers				
(x)	Despatch Hands				
(xi)	Cleaning/Machine Operator				
(xii)	Milk Receiver and Sampler				
(d)	Dairy Production Worker - Grade IV				
	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 and who is able to carry out duties beyond the skills of a Grade III employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
	Special Duties - Grade IV	328.60	46.90	667.70	1043.20
	Pasteuriser (HTST)				
	Separator and/or Mix Maker				
	Machine Operator (Cup)				
	Tester and Grader				
	Cream Grader (Single)				
	Cream Tester (Single)				
	Assist. Cheese maker				
	Pasteuriser Operator (Cheese)				
	Butter Cutter (in charge of machine)				
	Vacreator Operator				
	Tester and Grader (Casein Certificated)				
	Casein Maker				
	Continuous Evaporator (Dryer Operator)				
	Machine Operator (Single)				
	Blow Moulder Operator				
	Reverse Osmosis and/or Ultra				
	Filtration Operator				
	Blender/Mix Maker				
	Butter Maker				
	Despatch (Multiple Function)				
	Boiler Attendant				

(e) Dairy Production Worker - Grade V

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 and who is able to perform duties beyond the skills of a Grade IV employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained

Special Duties - Grade V

	Technical Assistant (Unqualified) Butter Maker with Certificate Machine Operator (Multiple) Auto Form – Fill Aspectic Machine Blow Moulder Operator (Advanced) Stores (Advanced) Process Controller (UHT, Ultra Clean, Pasteuriser)	343.20	49.00	673.40	1065.60

(f) Dairy Production Worker - Grade VI

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 and who is able to perform duties, beyond the skills of a Grade V employee, and who, may be required to regularly carry out at least one of the specific duties listed hereunder for which they have been suitably trained –

Special Duties - Grade VI

(i) (ii) (iii)	Technical Assistant (Qualified) Cheese Maker (Qualified - up to 2 varieties) Process Controller (Advanced) Automated Batchmaking and Computerised Plant	350.40	50.10	676.50	1077.00

(g) Dairy Production Worker - Grade VII

Shall mean an employee who is classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties beyond the skills required of a Dairy Production Worker - Grade VI and who, may be required to regularly carry out at least one of the specific duties listed hereunder for which they have been suitably trained –

Special Duties - Grade VII

(i)	Laboratory Technician				
(ii)	Cheese Maker (Advanced - more than 2 varieties)	365.20	52.00	688.00	1105.20

(h) (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.

(2) Junior Employees:

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

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

18 to 19 years of age	90
At 19 years of age	Adult Rates

(3) The ordinary rate per hour shall be calculated by dividing the appropriate weekly rate by 38.

(4) The parties agree that the above wage rates include a first stage structural efficiency increase of $15.00 per week to all employees with any amount in excess of that determined by the Western Australian Industrial Relations Commission to be appropriate being absorbed in the second structural efficiency increase. The total structural efficiency increase will be that determined by the Commission in the State Wage Case Decision of 8 September 1989 (Application No. 1940 of 1989) namely -

(a)	basic skills/trainee level	$20.00
(b)	semi skilled	$25.00
(c)	tradesperson or equivalent	$30.00

(5) Structural Efficiency

(a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1707 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 this Award are committed to implementing a new wage and classification structure. In making this commitment the parties -

(i) accept in principle that the descriptions of job functions within a new structure will be broadly based and generic in nature;

(ii) state that wage increases arising from broadbanding and adjustment of minimum rates are subject to absorption into existing over award payments;

(iii) undertake that upon variation of the award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure;

(iv) will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply -

(i) the parties agree that the existing award disputes avoidance procedure shall be followed;

(ii) agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;

(iii) an agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;

(iv) reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

(6) The grade structure to be introduced on a trial basis without prejudice to the position of the parties to the award. The parties agree to review the operation of the grade structure at the end of the six months trial period with the aim of rectifying any problems which may have arisen with the grade structure.

This review shall include a consideration of the basis upon which award rates are to be incorporated into the award in the form of base rates and supplementary payments as required by the State Wage Principles. This consideration will take into account relevant outcomes of the "paid rates review" conducted by the Australian Industrial Relations Commission.

(7) Term

The provisions of this clause will apply for a term of 24 months from the first pay period commencing on or after 14 August 1990 during which time the parties will report back to the Commission on the following matters –

(a) The review referred to in subclause (6) of this clause.

(b) The conversion of the rates of pay contained in subclause (1) of this clause.

(c) The final form of the Definitions contained in subclause (1) of this clause.

(d) Training

(e) The progress of matters to be addressed under Clause 2B. - Award Modernisation of this award.

2026 WAIRC 00584

Dampier Port Authority Port Officers Award 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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

(1) A Port Control Officer shall be paid on an all inclusive basis the following:

Operative from the beginning of the first pay period commencing on or after 1 July 2026	$ 98217

(2) The annual rate prescribed in subclause (1) above covers all payments for the performance of all duties performed by the officer, the disabilities associated with shift work and the periods of duty, and all circumstances relating to the working environment within the Port, and also includes compensation and penalty rates and payments related to all hours and overtime worked in accordance with the roster and work on Saturdays and Sundays, and public holidays.

(3) Salaries shall be paid in fortnightly instalments directly into a bank or credit union account nominated by the officer at the rate of one twenty sixth (1/26th) of the annual rate in respect of each complete fortnight of fourteen (14) days, and with respect to days not comprising a complete fortnight, payment will be made for each day at the rate of one fourteenth (1/14th) of the abovementioned fortnightly rate, and with respect to hours not comprising a complete daily payment the hourly rate shall be one eighth (1/8th) of the daily rate.

(4) Salaries shall be paid fortnightly on a day to be agreed between the officers and the Authority.

(5) So far as is reasonably practicable the amount due to an officer shall be paid no later than 4.00 p.m. on the pay day and shall be paid together with a memorandum setting out salary particulars.

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.

2026 WAIRC 00585

Deckhands (Passenger Ferries, Launches and Barges) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

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

(1)

	COLUMN A	COLUMN B + ASNA
Adult Deckhand	$392.80	$1015.10

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

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

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

(2) Junior Employees (percent of wage for an Adult Deckhand)

Under 16 years of age	45%
16 to 17 years of age	55%
17 to 18 years of age	65%
18 to 19 years of age	75%
19 to 20 years of age	85%
20 to 21 years of age	100%

(3) An employee called upon to work at loading or unloading garbage and/or ashes or other like material shall be paid forty three cents per hour in addition to his rate prescribed herein.

(4) A junior employee called to work on slipways, cleaning, scraping, painting or overhauling launches, barges, punts or any other floating plant shall be paid the appropriate rate set out in subclause (2) of this clause, plus a margin of forty eight cents per hour.

(5) An employee required to work in the bilges shall be paid seventy cents per hour in addition to the rates prescribed herein.

2026 WAIRC 00586

Dental Technicians' and Attendant/Receptionists' 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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 following shall be the minimum fortnightly rates of wage payable to employees covered by this award.

			CURRENT	ASNA	NEW
(1)		Dental Technicians			
	(a)	Dental Technician	895.70	1294.10	2189.80
	(b)	Senior Dental Technician	912.70	1313.00	2225.70
	(c)	Advanced Dental Technician	974.30	1340.20	2314.50
	(d)	Senior Advanced Dental Technician	991.30	1347.70	2339.00
(2)		Laboratory Assistants			
	(a)	Laboratory Assistants	720.80	1275.80	1996.60

(b) Junior Laboratory Assistants - percent of adult rate

Under 16 years of age	48%
16 to 17 years of age	58%
17 to 18 years of age	69%
18 to 19 years of age	82%
19 to 20 years of age	93%
20 to 21 years of age	99%

(3) Apprentices - percent of Dental Technicians ((1)(a)) rate

	(a)	4 year term -		

		1st year	42%	
		2nd year	55%	
		3rd year	75%	
		4th year	88%	
	(b)	3.5 year term -		
		1st six months	42%	
		Next year	55%	
		Next following year	75%	
		Final year	88%	
	(c)	3 year term -		
		1st year	55%	
		2nd year	75%	
		3rd year	88%	

			CURRENT	ASNA	NEW
(4)		Assistants Attendants and Attendant/Receptionists			
	(a)	Dental Attendants and/or Receptionist	720.80	1275.80	1996.60
	(b)	Dental Assistants	735.20	1261.40	1996.60
	(c)	Senior Dental Attendant and/or Receptionist	737.80	1258.80	1996.60
	(d)	Senior Dental Assistant	752.20	1244.40	1996.60

(e) Junior Dental Assistants, Attendants and Attendant/Receptionist percent of relevant adult rate

Under 16 years of age	48%
16 to 17 years of age	58%
17 to 18 years of age	69%
18 to 19 years of age	82%
19 to 20 years of age	93%
20 to 21 years of age	99%

(5) Casual employees shall receive twenty percent in addition to the rates prescribed in this clause for the work performed.

(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.

19. - SUPPORTED WAGE SYSTEM

(1) This clause defines the conditions, which will apply to employees who, because of the effects of a disability are eligible for a supported wage under the terms of this Award. In the context of this clause the following definitions will apply:

(a) "Supported Wage System" means the Commonwealth Government system to promote employment for people who cannot work at full Award wages because of a disability, as documented in "Supported Wage System: Guidelines and Assessment Process".

(b) "Accredited Assessor" means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

(c) "Disability Support Pension" means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

(d) "Assessment instrument" means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(2) Eligibility Criteria

(a) Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this Award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.

(b) This clause does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers' compensation legislation or any provision of this Award relating to the rehabilitation of employees who are injured in the course of their employment.

(c) (i) This clause does not apply to employers in respect of their facility, program, undertaking, service or

the like which receive funding under the Disability Services Act 1986 and fulfil the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or eligible for a Disability Support Pension, and such employees.

(ii) Provided that this exclusion shall not prevent Services funded under Section 10 or 12A of the Act referred to in subparagraph (i) hereof, engaging persons who meet the eligibility criteria under the Supported Wages System, on work covered by this Award, where both parties wish to access the System and all other criteria are met.

(3) Supported Wage Rates

(a) Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this Award for the class of work which the person is performing according to the following schedule:

Assessed Capacity (Sub-clause 4)	**% of Prescribed Award Rate**
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(b) Provided that the minimum amount payable shall not be less than $113.00 per week.

(c) Where a person's assessed capacity is 10 per cent, they shall receive a high degree of assistance and support.

(4) Assessment of Capacity

For the purpose of establishing the percentage of the Award rate to be paid to an employee under this Award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(a) the employer and the union party to the Award, in consultation with the employee, or;

(b) the employer and an accredited assessor agreed to by the employer and the Union party to the Award in consultation with the employee.

(5) Lodgement of Assessment Instrument

(a) All assessment instruments under the conditions of this clause, including the appropriate percentage of the Award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Western Australian Industrial Relations Commission.

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where the union which is party to the Award is not party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within ten working days.

(6) Review of Assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(7) Other Terms and Conditions of Employment

Where an assessment has been made the applicable percentage shall apply to the wage rate only. Employees covered by the provision of the clause will be entitled to the same terms and conditions of employment as all other employees covered by this Award, but be paid at the rate of wage as determined in accordance with this clause.

(8) Workplace Adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve redesign of job duties, working time arrangements and work organisation in consultation with other employees in the area.

(9) Trial Period

(a) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

(b) During the trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

(c) The minimum amount payable to the employee during the trial period shall be no less than such amount as is stipulated by statutory regulation from time to time.

(d) Work trials should include induction or training as appropriate to the job being trailed.

(e) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the assessment under subclause (4) of this clause.

(10) The conditions of employment, as agreed, to apply during a trial period or in a continuing employment relationship shall be documented, a copy of which shall be provided by the employer to the person employed in accordance with this clause.

2026 WAIRC 00587

Department of Education (Residential College Supervisors) Award 2005

2. - MINIMUM ADULT 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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

	Annual Base Salary – from the beginning of the first pay period commencing on or after 1 July 2026	25% loading over 46 weeks
College Managers Grade A: 0 – 20		
1st year of service	64524	14224
Grade B: 21 – 80		
1st year of service	66946	14758
2nd year of service	68553	15112
3rd year if service	69765	15380
4th year of service	70369	15513
or thereafter		
Grade C: 81 – 130		
1st year of service	71593	15782
2nd year of service	72812	16051
3rdyear if service	74025	16319
or thereafter		
Grade D: 131 – 200		
1st year of service	74626	16451
2nd year of service	75842	16719
3rd year if service	77251	17030
or thereafter		
Grade E: 201 – 300		
1st year of service	78798	17371
2nd year of service	80339	17711
3rd year if service	81889	18052
or thereafter		
Senior Supervisors		
Grade A: 0 – 20		
1st year of service	55100	12147
Grade B: 21 – 80		
1st year of service	57237	12618
2nd year of service or thereafter	59069	13022
Grade C: - 81 – 130		
1st year of service	59941	13214
2nd year of service or thereafter	60649	13370
Grade D: 131 – 200		
1st year of service	61087	13466
2nd year of service or thereafter	61287	13511
Grade E: 201 – 300		
1st year of service	61689	13599
2nd year of service or thereafter	62228	13718
Supervisors		
1st year of service	54222	11953
2nd year of service	54661	12050
3rd year of service or thereafter	55100	12147

Casual and Part-Time Supervisory Staff Hourly Rates of Pay (25% Loading Excluded)	
	from the beginning of the first pay period commencing on or after 1 July 2026
Part-time Supervisory Staff	$27.72 per hour
Casual Supervisory Staff (Includes 20% Casual Loading)	$33.26 per hour

For the purposes of calculating part-time and casual hourly rates of pay (25% loading allowance excluded) the following formulae will apply:

Part-Time Supervisor

Annual base salary x 12 divided by 313 = fortnightly base salary

fortnightly base salary divided by 75 = hourly salary.

Casual Supervisor

Part-time hourly salary + 20% loading = casual hourly salary.

2026 WAIRC 00588

Department of Education (School Support Officers) 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - SALARIES

(1) The Employer shall allocate to officers such salaries and salary ranges taken from subclause (2) of this clause.

(2)

Classification	Base Salary	Arbitrated Safety Net Adjustment ($ per annum)	75 Hours Total Salary ($ per annum)
Officer (Junior)			
Under 17	$10,591	$16,499	$27,090
17 years	$12,377	$19,282	$31,659
18 years	$14,438	$22,492	$36,930
19 years	$16,712	$26,035	$42,747
20 years	$18,768	$29,238	$48,006
Officer Level 1			
Year 1 (21 years)	$20,616	$32117	$52,733
Year 2	$21,224	$32327	$53,551
Year 3	$21,832	$32537	$54,369
Year 4	$22,435	$32880	$55,315
Year 5	$23,042	$33091	$56,133
Year 6	$23,649	$33298	$56,947
Year 7	$24,348	$33601	$57,949
Year 8	$24,831	$33810	$58,641
Year 9	$25,546	$34129	$59,675
Officer Level 2			
Year 1	$26,401	$34508	$60,909
Year 2	$27,056	$34794	$61,850
Year 3	$27,746	$35101	$62,847
Year 4	$28,474	$35419	$63,893
Year 5	$29,236	$35758	$64,994
Officer Level 3			
Year 1	$30,284	$36221	$66,505
Year 2	$31,100	$36579	$67,679
Year 3	$31,941	$36950	$68,891
Year 4	$32,805	$37191	$69,996
Officer Level 4			
Year 1	$33,989	$37713	$71,702
Year 2	$34,917	$37985	$72,902
Year 3	$35,872	$38406	$74,278

Classification	Base Salary	Arbitrated Safety Net Adjustment ($ per annum)	75 Hours Total Salary ($ per annum)
Officer Level 5			
5.1	$37,712	$39220	$76,932
5.2	$38,955	$39768	$78,723
5.3	$40,247	$40337	$80,584
5.4	$41,587	$40929	$82,516

(3) Where an occupant of such office is employed for less than 37.5 hours per week, the salary paid shall be in accordance with the following formula:-

Hours worked per fortnight / 75 x Full-Time Fortnightly Salary.

(4) The fortnightly salary of employees shall be calculated as follows:

$$\text{Annual Salary} \times \frac{12}{313}$$

(5) The hourly rate shall be computed as one seventy-fifth of the fortnight's salary.

(6) The salary rates expressed herein shall be varied to reflect variations which are made from time to time to the salary scales of the *Public Service Award 1992* including amendments, replacements and variations. Such variations to this Award shall be in accordance with the method agreed between the parties to this Award.

(7) Payment Of Salaries

(a) Salaries shall be paid fortnightly but, where the usual payday falls on a public holiday, payment shall be made on the previous working day.

(b) Salaries shall be paid by direct funds transfer to the credit of an account nominated by the officer at a bank, building society or credit union approved by the Under Treasurer or an Accountable Officer.

(c) Provided that where such form of payment is impracticable or where some exceptional circumstances exist, and by agreement between the employer and the Association, payment by cheque may be made.

(8) Arbitrated Safety Net Adjustments

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

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

(c) 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.

53. – SUPPORTED WAGE

(1) Workers Eligible for a Supported Wage

This clause defines the conditions that will apply to officers who, because of the effects of a disability, are eligible for a supported wage under the terms of this clause. In the context of this clause, the following definitions will apply:

"Supported Wage System" means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in "(Supported Wage System: Guidelines and Assessment Process)";

"Accredited Assessor ", means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessment of an individual's productive capacity within the Supported Wage System;

"Disability Support Pension" means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme; and

"Assessment Instrument" means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(2) Eligibility Criteria

Officers covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the officer is engaged under the Award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension. (This clause does not apply to any existing officer who has a claim against the employer, which is subject to the provisions of workers' compensation legislation, or any provision of the Award relating to the rehabilitation of officers who are injured in the course of their current employment).

This clause also does not apply to employers in respect of their facility, programme, undertaking, service or the like which receives funding under the *Disability Services Act 1986* and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or eligible for a Disability Support Pension, except with respect to an organisation which has received recognition under s10 or s12A of the Act, or if a part only has received recognition, that part.

(3) Supported Wage Rates

Officers to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by the Award for the class of work, which the person is performing according to the following schedule:

Assessed Capacity (clause 58.5)	% of Prescribed Award Rate
10%*	10%*
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than $113 per week).

*Where a person's assessed capacity is 10%, they shall receive a high degree of assistance and support.

(4) Assessment of Capacity

For the purpose of establishing the percentage of the Award rate to be paid to the officers, the productive capacity of the officer will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(a) the employer and the union, in consultation with the officer, or if desired by any of these; or

(b) the employer and an accredited Assessor from a panel agreed by the parties to the Award and the officer.

(5) Lodgement of Assessment Instruments

(a) All assessment instruments under the conditions of this clause, including the appropriate percentage of the Award wage rate to be paid to the officer, shall be lodged by the employer with the Registrar of the Commission.

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where the union is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within 10 working days.

(6) Review of Assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(7) Other Terms and Conditions of Employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Officers covered by the provisions of this clause will be entitled to the same terms and conditions of employment as all other officers covered by the Award paid on a pro rata basis.

(8) Workplace Adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the officer's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other officers in the area.

(9) Trial Period

In order for an adequate assessment of the officer's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.

During the trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

The minimum amount payable to the officer during the trial period shall be no less than $113 per week.

Work trials should include induction or training as appropriate to the job being trialled.

Where the employer and officer wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under subclause 4 of this clause.

2026 WAIRC 00589

Draughtsmen's, Tracers', Planners' and Technical Officers' Award 1979 - 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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 following shall be the minimum rates of wages payable to employees covered by this Award -

(1) Trainee Draughtsperson (expressed as a percentage of the "First Year of Experience" rate of wage provided in subclause (3)(a) of this clause, and calculated to the nearest ten cents)

	%
17 years of age and under	52
18 years of age	62
19 years of age	75
20 years of age	88

(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.

	Wage Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Adult Tracers	$	$	$
First year of experience	331.70	666.60	998.30
Thereafter	343.80	656.80	1000.60

(3) Adult Employees

	Wage Per Week	**Supplementary payment**	**Arbitrated Safety Net Adjustment**	**Total Rate Per Week**
(a) Draughtsperson-Detail Assistant Survey Draughtsperson Planning Assistant Technical Assistant Assistant Estimator				
First year of experience	363.60	34.10	675.50	1073.20
Second year of experience	378.10	27.60	678.30	1084.00
Third year of experience	399.60	18.80	688.60	1107.00
Fourth year of experience	419.60	11.60	694.20	1125.40
Thereafter	440.30	3.10	699.90	1143.30

Provided that where an employee has been classified in a higher tradesperson classification such as toolmaker or patternmaker immediately prior to being classified as a draughtsperson - detail or assistant survey draughtsperson, he/she shall commence on the second year of the scale.

	Wage Per Week	**Arbitrated Safety Net Adjustment**	**Total Rate Per Week**
(b) Draughtsperson-Senior Detail Survey Draughtsperson Planning Technician Technician Estimator			
First year of experience	452.50	703.70	1156.20
Second year of experience	468.80	707.90	1176.70
Thereafter	485.40	715.30	1200.70
(c) Draughtsperson-Designing/Senior Survey Draughtsperson Production Planner Technical Officer Senior Estimator			
First year of experience	497.90	720.90	1218.80
Second year of experience	518.60	727.20	1245.80
Thereafter	542.90	740.60	1283.50

(4) An employee subject to this award, who in addition to their ordinary duties, is required to supervise the work of three or more employees shall, in addition to the rate prescribed herein for their class of work performed, be paid per week the following allowances -

(a)	In the case of a draughtsperson detail, assistant survey draughtsperson, planning assistant or technical assistant	32.20
(b)	In the case of a draughtsperson, senior detail, survey draughtsperson, planning technician or technician	36.90
(c)	In the case of a draughtsperson, designing, senior survey draughtsperson, production planner or technical officer	41.60

(d) In the case of a tracer 16.40

unless such an employee is required to supervise the work of 10 or more other employees when the allowance shall be -

(i) for an employee classified in paragraph (a) above 41.60

(ii) for an employee classified in paragraph (b) above 45.80

(iii) for an employee classified in paragraph (c) above 50.30

(iv) for an employee classified in paragraph (d) above 28.20

(5) (a) The supplementary payment payable to adult employees in paragraph (a) of subclause (3) of this clause and to trainee draughtspersons in subclause (1) is pursuant to the provisions of this subclause:

(i) Shall be for all purposes of the Award;

(ii) Shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this subclause, whether such payment is being made by virtue of any Order, Industrial Agreement or other agreement or arrangement.

(6) The rate prescribed for any classification in subclause (3) of this clause is not amended by subclause (5) of this clause and shall not, for the purpose of any other Award, Order, Industrial Agreement or other agreement or arrangement, be deemed to have been so amended.

(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. 1707 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 this Award are committed to developing a proposal for a new wage and classification structure. In making this commitment the parties -

(i) accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(ii) state that wage increases arising from broadbanding and any adjustment of minimum rates which may occur, are subject to absorption into existing overaward payments;

(iii) will make provisions of an exemption for employers from the requirement to pay any increases arising from the broadbanding and any minimum rates adjustments which may occur;

(iv) intend to substitute the existing provisions of Clause 7 with a new wage classification structure and to make any consequential amendments no later than November 1990 or earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission;

(v) undertake that upon any variation of the award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;

(vi) will co-operate in any transition which may arise from the existing classification structure to a proposed new structure to ensure that any transition takes place in an orderly manner without creating false expectations or disputation.

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply -

(i) the parties agree that the existing award disputes avoidance procedure shall be followed;

(ii) agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;

(iii) an agreed authority such as TAFE and SESDA or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;

(iv) reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

2026 WAIRC 00590

Dried Vine Fruits Industry Award, 1951 - The

22. - WAGES

An employer on whom this award (or industrial agreement) is binding shall not increase the rate of wage payable to an employee on the 5th February, 1988 or otherwise vary the conditions of employment applicable to an employee on that date so as to increase that

employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

(1)	Adult Workers (per week) -	ASNA
	All adults engaged in production	$1050.80
(2)	Junior workers (per cent of the adult rate per week)	
	Under 16 years of age	50
	16 to 17 years of age	60
	17 to 18 years of age	70
	18 to 19 years of age	80
	19 to 20 years of age	90
	20 years of age	Adult rates

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

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

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

(3) Minimum wage - Adult Males and Females:

(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 $998.30 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 $998.30 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 2026.

(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 –

(h)(i) Apply to all work in ordinary hours.

(h)(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

(4) Subclauses (4) and (5) 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.

(5) 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.

2026 WAIRC 00591

Drum Reclaiming 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - RATES OF PAY

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

	Base Rate $	ASNA $	Minimum Rate
Painting and incidental duties	348.30	658.20	1006.50
Chiming, shaping, internal lacquering, rumbling, cleaning, classifying and drum inspecting, stencilling with a spray gun, spray painting	341.70	656.60	998.30
Yard Hands	331.50	666.80	998.30

(2) Junior Employees: Junior employees shall be paid 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
20 years of age and over	Adult Rates

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

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

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

2026 WAIRC 00592

Dry Cleaning and Laundry 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

30. - WAGES

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

(a) Group Classification

		Minimum Rate	STRUCTURAL EFFICIENCY ADJUSTMENT
		$	$
A	Tradesperson Dry Cleaner/ in charge of machinery maintenance and/or boiler	1112.00	15.00
B	"Invisible" Mender	1061.10	15.00
	Tailor or Tailoress		
C	Presser	1013.70	12.50
	Receiver and Despatcher in Charge (namely a person in charge of a depot and responsible for the keeping of records and responsible for cash)		
	Cleaner (Operating Dry Cleaning Machine)		

D	Repairer (other than Tailor or Tailoress) Spotter Presser (Off-set Press) Hand Ironer Receiver and/or Despatcher	1013.70	12.50
E	Wet Cleaner Steam Air Finisher Examiner of Garments Assembler of Garments Sorter of Garments	1002.60	12.50
F	All other Adult Employees	999.20	10.00

Provided that a person employed in any area of operation of this Award who is required to be solely accountable for all aspects of a self-contained dry cleaning establishment including the receiving of garments and articles, the cleaning, spotting, pressing, packaging and despatch of garments and articles, the handling of moneys, the keeping of records and the maintenance of the establishment shall be paid at a rate of not less than the rate prescribed in this table for the Tradesperson Dry Cleaner. Provided that in such a case all receivers and despatchers in that establishment shall be paid in accordance with the rates prescribed for Group D of such table.

(b) Laundering Industry:

Classification	Minimum Rate Per Week $
Laundry Employee - Grade 1	998.30
Laundry Employee - Grade 2	998.30
Laundry Employee - Grade 3	1032.00
Laundry Employee - Grade 4	1042.90

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

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

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

(2) Junior Employees:

(a) Dry Cleaning and Dyeing Industry

(i) Wages: The minimum rates of wages to be paid to junior employees shall be as follows:

	Percentage of Minimum Rate for Classification E - Sorter of Garments
Under 16 years of age	50
16 years and under 17 years	55
17 years and under 18 years	65
18 years and under 19 years	75
19 years and under 20 years	85
20 years and under 21 years	93

(ii) Proportion of Juniors:

(aa) Juniors may be employed in the following proportion of not more than two for every employee receiving the adult rate.

(bb) Calculation of Proportion: In the calculation of the proportion of the number of employees receiving the adult rate for the purposes of this clause, working proprietors shall be included, but each working proprietor shall be counted only once.

(iii) No person under 18 years shall be employed on a manually operated steam press (other than an off-set silk press) or a manually operated dry cleaning machine.

(iv) Junior employed in a Receiving Depot: Notwithstanding anything hereinbefore contained any junior working alone and responsible for cash transactions and/or in charge of depot shall be paid not less than the rate prescribed for a junior '19 years and under 20 years' plus an amount of $6.90 per week.

(b) Laundering Industry:

(i) Wages: The minimum rates of wages to be paid to junior employees shall be as follows:

	Percentage of Minimum Rate for the Classification in which they are Employed
Under 16 years of age	55
16 to 17 years of age	65
17 to 18 years of age	75
18 to 19 years of age	85
19 to 20 years of age	90
20 to 21 years of age	95

(3) Structural Efficiency:

(a) Arising out of the decision of the 1989 State Wage Case Decision (69 WAIG 2913) and in consideration of the wage increases resulting from the first structural efficiency adjustment payable from the first pay week commencing on or after 29 March 1990, employees are to perform a wider range of duties including work which is incidental to or peripheral to their main tasks or functions.

(b) Any changes to the classification system in the award will be based on the results of federal skill audit and trialing. The Union is prepared for the purposes of the second phase and in good faith, to duly consider any specific concerns identified by respondents to the Award and any proposals for trialing specific arrangements aimed at achieving greater flexibility for WA employers.

(c) In accordance with the Structural Efficiency Principle the parties are prepared to commit themselves to the:

(i) acceptance of classification change and new job specifications;

(ii) acceptance in principle that with due consultation between the relevant parties there will be no barriers to opportunity for advancement of employees within the award structure or through access to training;

(iii) co-operation in the transition from the old structure to the new structure in an orderly manner.

(d) In addition the Union gives the following commitments:

(i) preparedness of employees to undertake training associated with wider range of duties;

(ii) acceptance by the Union of the broad award framework and relationships established.

(4) (a) The structural efficiency increases specified in (1)(a) and below shall be added to existing actual rate of pay/base rates of pay for time employees/payment by results employees respectively and shall not be absorbed into any over award bonus payment.

GROUP	STRUCTURAL EFFICIENCY ADJUSTMENT $
F (all others)	10.00
E (rest of Group E)	12.50
D	12.50
C	12.50
B	15.00
A	15.00

2026 WAIRC 00593

Earth Moving and Construction Award

27. - WAGES

The minimum rate of wage to be paid to and received by all employees shall be as follows:

	CLASSIFICATION	RATE PER WEEK$	ARBITRATED SAFETY NET ADJUSTMENT$	TOTAL RATE PER WEEK$
PART 1				
(a)	Engine Driver operating winch from pile driving rig net on pile driving	384.60	613.70	998.30
(b)	All stationary steam engine drivers whose work requires first or second class certificate	392.90	609.10	1002.00
(c)	All other stationary steam engine drivers whose work requires third class certificate	379.70	618.60	998.30
(d)	Drivers of Internal Combustion Engines –			
	(i) if under 250 b.h.p.	388.50	609.80	998.30
	(ii) if 250 b.h.p. or over	395.70	610.10	1005.80
(e)	Locomotive fireman	379.20	619.10	998.30
(f)	Boiler Attendant -			
	(i) attending one boiler			998.30
	(ii) attending two boilers	377.40	620.90	998.30
(g)	Driver of steam crane	386.10	612.20	998.30
(h)	Scotch Derrick power crane	405.30	613.60	1018.90
(i)	Compressor driver over 30 h.p.	373.70	624.60	998.30
(j)	Driver of Wayne Road Sweeper	397.60	610.80	1008.40

(k) Additions to margins, an Engine Driver engaged under this Part, as hereinafter specified shall have his/her marginal rate increased as follows:

(i)	Attending to electric generator or alternator exceeding 10 k.w. capacity	18.55
(ii)	Attending to refrigerator compressor or compressors	18.55
(iii)	Engine Driver in charge of plant	18.55
(iv)	Engine Driver in charge of switchboard of 350 k.w. capacity or more	5.85
(v)	Crane Drivers engaged on building construction or demolition	17.10

PART 2 - Mechanical Equipment

	CLASSIFICATION	RATE PER WEEK Inclusive of $15.90Industry Allowance $	Arbitrated Safety Net Adjustment$	TOTAL RATE PER WEEK $
Group 1		403.10	612.60	1015.70
(a)	Operator lance type hand sprayer			
(b)	Operator aggregate dryer			
(c)	Operator pre-mix drag spreader			
(d)	Operator aggregate belt spreader			
(e)	Operator of joint inserting machine			
(f)	Operator concrete spray curing machine, self-propelled			
(g)	Operator pneumatic tyre tractor without power operated attachments, up to and including 15 kW net engine power			
Group 2		408.60	614.50	1023.10
(a)	Operator crawler tractor without power operated attachments up to and including Class M4			
(b)	Operator crawler tractor with power operated attachments Class M2			

(c)	Operator pneumatic tyred tractor without power operated attachments above 15 kW up to and including 60kW net engine power. (This includes tilting or one man hitch trailer.)			
(d)	Operator pneumatic tyred tractor with power operated attachments, up to and including 15 kW net engine power			
(e)	Operator rear and bottom dump to and including 2 cubic metres struck capacity			
(f)	Operator back hoe self powered (not self propelled)			
(g)	Operator roller powered, under 8 tonnes			
(h)	Operator roller powered, vibrating, under 4 tonnes			
(i)	Operator trenching machine of the small Ditch Witch type			
(j)	Operator bitumen sprayer			
(k)	Screed operator, asphalt power			
(l)	Mixer operator, asphalt plant (capacity of less than 10 tonnes of hot mix per hour)			
(m)	Operator concrete spreader, powered, self propelled ,			
(n)	Operator concrete finisher, powered, self propelled			
(o)	Operator concrete finisher, powered, hand propelled			
(p)	Second-driver - navvy and dragline or dredge type excavator			
Group 3		421.70	619.00	1040.70
(a)	Operator crawler tractor without power operated attachments Class M5 up to and including Class M10			
(b)	Operator crawler tractor with power operated attachments Class M3 up to and including Class M5			
(c)	Operator pneumatic tyred tractor without power operated attachments above 60kW up to and including 150 kW net engine power			
(d)	Operator pneumatic tyred tractor with power operated attachments above 15kW up to and including 60kW net engine power (not including tilting or one person hitch trailer)			
(e)	Operator drawn grader			
(f)	Operator trenching machine, chain type up to and including 1.5 metre depth or up to and including 300 mm width			
(g)	Operator pile driver (power operated			

	winch)			
(h)	Operator rear and bottom dump of capacity above 2 cubic metres struck capacity up to and including 15 cubic metres struck capacity			
(i)	Driver of bitumen sprayer			
(j)	Operator Aggregate Loader (Country Roads Board, Victoria Model)			
(k)	Operator asphalt paver			
(l)	Mixer operator, asphalt plant (capacity of more than 10 tonnes of hot mix per hour)			
(m)	Operator roadroller, powered, 8 tonnes and up to 20 tonnes			
(n)	Operator roadroller, powered, 8 tonnes and up to 25 tonnes			
(o)	Operator roadroller, powered, vibrating ,4 tonnes and over			
(p)	Locomotive driver - petrol, oil, pneumatic or electric driven (if carrying passengers an additional rate of 60¢)			
(q)	Operator crawler loader up to and including 500 kg mass (See note 3)			
(r)	Operator pneumatic tyred loader up to and including 30 kW net			
Group 4		430.70	622.40	1053.10
(a)	Operator crawler tractor without power operated attachments above Class M10 up to and including Class M30			
(b)	Operator crawler tractor with power operated attachments above Class M5 up to and including Class M15			
(c)	Operator grader power operated, below 35 kW net engine power			
(d)	Operator excavator up to and including 0.5 cubic metres			
(e)	Operator trenching machine ladder type, depth greater than 1.5 metres up to 2.4 metres and width above 300 mm up to 450 mm and bucket wheel trencher with equivalent capacity in cubic metres per hour			
(f)	Operator pneumatic tyred tractor with power operated attachments above 60 kW up to and including 150 kW net engine power			
(g)	Operator self powered scraper up to and including 100 cubic metres struck capacity			
(h)	Operator rear and bottom dump above 15 cubic metres struck capacity up to and including 30 cubic metres struck capacity			

(i)	Operator pneumatic tyred tractor without power operated attachments above 150 kW up to and including 500 kW net engine power			
(j)	Operator crawler loader above 5 000 kg mass up to and including 15 000 kg mass (See note 3)			
(k)	Operator pneumatic tyred loader above 30 kW up to and including 105 kW net engine power			
(l)	Operator roadroller, powered, over 25 tonnes			
(m)	Operator special track laying, fixing or levelling machine (employed on railway construction in W.A.)			
Group 5		435.00	623.60	1058.60
(a)	Operator crawler tractor with power operated attachments above Class M15 and up to and including Class M30			
(b)	Operator grader power operated 35 kW up to and including 70 kW net engine power			
(c)	Operator pneumatic tyred tractor with power operated attachments above 150 kW up to and including 500 kW net engine power			
(d)	Operator self powered scraper above 10 cubic metres struck capacity up to and including 20 cubic metres struck capacity			
(e)	Operator excavator above 0.5 cubic metres up to and including 2.2 cubic metres. (This group including Gradall.)			
(f)	Operator trenching machine ladder type, greater than 2.4 metres depth, and minimum 450 mm width and bucket wheel trench equivalent in cubic metres per hour			
(g)	Operator rear and bottom dump above 30 cubic metres struck capacity up to and including 60 cubic metres struck capacity			
(h)	Operator crawler loader above 15 000 kg mass and up to and including 30 000 kg mass (See note 3)			
(i)	Operator pneumatic tyred loader over 105 kW up to and including 200 kW net engine power			
(j)	Operator crawler tractor without power operated attachments above Class M30 up to and including 60 000 kg mass			
Group 6		441.90	626.30	1068.20
(a)	Operator excavator above 2.2 cubic metres struck bucket capacity up to and			

including 5.5 cubic metres struck bucket capacity

(b) Operator grader power operated above 75 kW up to and including 190 kW net engine power

(c) Operated pneumatic tyred loader above 200 kW up to and including 500 kW net engine power

(d) Operator crawler tractor with power operated attachment, above Class M30 up to and including 60 000 kg mass

(e) Operator crawler loader above 30 000 kg mass up to and including 60 000 kg mass (See note 3)

(f) Operator rear and bottom dump above 60 cubic metres struck capacity up to and including 120 cubic metres struck capacity

(g) Operator self power scraper above 20 cubic metres 50 cubic metres struck capacity struck capacity up to and including

Special Work: A driver operating a tractor fitted with a blade and using such blade in breaking trail in heavy sidling country shall be paid an additional allowance of 8 cents per hour for each day or part of a day in which he/she is so occupied.

PART 2A - Mobile Crane Drivers

Operator of Mobile Crane with lifting capacity of:

	CLASSIFICATION	TOTAL RATEPER WEEK Inclusive of $15.60Industry Allowance$	Arbitrated Safety Net Adjustment$	TOTAL RATE PER WEEK$
(i)	Up to 8 tonnes	426.70	621.00	1047.70
(ii)	In excess of 8 tonnes and not exceeding 15 tonnes	432.20	622.70	1054.90
(iii)	In excess of 15 tonnes and not exceeding 40 tonnes	438.20	624.80	1063.00
(iv)	In excess of 40 tonnes and not exceeding 80 tonnes	443.20	626.50	1069.70
(v)	In excess of 80 tonnes and not exceeding 100 tonnes	447.40	628.10	1075.50
(vi)	In excess of 100 tonnes and not exceeding 140 tonnes	453.40	630.10	1083.50
(vii)	In excess of 140 tonnes and not exceeding 180 tonnes	461.60	632.80	1094.40
(viii)	In excess of 180 tonnes and not exceeding 220 tonnes	471.40	642.80	1114.20
(ix)	In excess of 220 tonnes	485.30	649.00	1134.30

Note: Mobile cranes are defined as those mounted on a specially designed chassis or a lorry and capable of load manipulation, slewing, and travelling under their own power. Mobile cranes constructed as an attachment to or modification of a tractor, fall into the appropriate group for the tractor with power operated attachment.

The rates prescribed in Parts 2 and 2A of this Clause include an industry allowance as specified to compensate for the disabilities usually associated with earth moving and construction work.

1. (a) Crawler Tractors are classified in accordance with the proposed Australian Standard - "Classification of Crawler Tractor by Mass" as follows:

Class	Shipping Mass - Kilograms
M2	over 1000 up to 2000
M3	over 2000 up to 3000
M4	over 3000 up to 4000
M5	over 4000 up to 5000
M10	over 7000 up to 10000

M15	over 10000 up to 15000
M30	over 25000 up to 30000

(b) Crawler Tractors above 50 000 kg mass are classified as indicated in the wages table of this clause.

2. The classification of pneumatic tyred tractors and pneumatic tyred loaders is based on the proposed Australian Standard for Metric Tractor Classification.

3. Crawler Tractor front-end loaders are to be classified by using the mass of the tractor, including the loader attachment in lieu of the bare shipping mass.

4. Self propelled rollers are classified by mass complete, including maximum ballast.

5. Mobile cranes constructed as an attachment to or modification of a tractor, fall into the appropriate group for the tractor with power operated attachment.

6. Tractors without power operated attachment includes tractors:

(i) with power operated attachments not in use; and

(ii) with items which, although they have a power-unit of their own are not controlled by the operator of the tractor except for starting and stopping (for example - Drawn Vibrating Roller).

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

8. Reference to bituminous surfacing equipment or Materials includes tar, sprayed work and hot mix work.

PART 3

Rates additional to and cumulative with any other rate specified for the employee:

		Total Rate per Week $
(1)	Employee operating side loader (truck mounted)	1.37
(2)	Employee operating mechanical bucket type loader, truck or tractor mounted	1.37
(3)	Employee in charge of plant (as defined)	21.94

Employee in charge of plant means

(a) when two or more employees are employed at the plant at the one time, the employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility; or

(b) an employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility over one or more other employees; or

(c) when he/she is the only person of his/her class employed on the plant the employee who does the general repair work of the plant in addition to the work of operating, but not when he/she merely assists a fitter or engineer to do such work; or

(d) where shifts are worked the employee who is directed to carry out the general repair work of the plant in addition to the work of operating, but not when he/she merely assists a fitter or engineer to do such work.

Minimum Wage - Adult Males and Females:

(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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

APPENDIX I

(1) This Appendix shall apply to employees who perform work within the scope of the award on:

(a) the construction, erection, repair, renovation, maintenance, ornamentation or demolition of a large industrial undertaking or any large civil engineering project, or

(b) the construction, erection, repair, renovation, maintenance, ornamentation or demolition of any multistorey building.

In the event of any disagreement arising concerning the application of this Appendix the matter shall be referred to a Board of Reference for determination.

(2) In lieu of the rates of wage prescribed in Parts 2 and 2A of Clause 27. - Wages of this award the following rates shall apply:

		Supplementary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage
	$	$	$	$	$	$	$
Plant Operator Group 1	341.90	52.10	661.00	20.85	1110.00	7.70	1117.70
Bitumen Sprayer Concrete Finisher, Powered Concrete Spreader, Powered Crawler Tractor With Power Operated Attachments (Up To And Including 2000kg Shipping Mass) Dumper, Rear And Bottom (Up To And							

Including 2 Cubic Metres Struck Capacity) Hand Sprayer, Lance Type Pneumatic Tyred Tractor With Power Operated Attachments (Up To And Including 15 Kw Net Engine Power Roller (Under 8 Tonnes) Roller, Vibrating (Under 4 Tonnes) Second Driver, Navvy And Dragline Or Dredge Type Excavator , Trenching Machine (Small Ditch- Witch Type) **Plant Operator Group 2**	367.20	52.10	668.80	20.85	1144.20	7.70	1151.90
Plant Sprayer (Driver) Concrete paver Crawler Loader (Up To And Including15 000 Kg Mass) Crawler Tractor With Power Operated Attachments (Over 2000 Kg Up To And Including 15 000 Kg Shipping Mass) Dumper, Rear And Bottom, (Above 2 Cubic Metres, Up To And Including 30 Cubic Metres Struck Capacity) Excavator (Up To And Including 0.5 Cubic Metres Struck Capacity) Grader (below 35 kW net engine power) Locomotive (not carrying passengers) Pile Driver Pneumatic Tyred Loader (Up To And Including 105 Kw Net Engine Power) Pneumatic Tyred Tractor With Power Operated Attachments (Above 15 Kw Up To And Including 150 Kw Net Engine Power) Roller (8 tonnes and above)							

Roller, Vibrating (4 Tonnes And Above) Scraper (up to and including 10 cubic metres struck capacity) Track Laying, Fixing Or Levelling Machine (Railway Construction) Trenching machine (depth up to 2.4 metres, and width up to 450mm) and bucket wheel trencher with equivalent capacity in cubic metres per hour. **Plant Operator Group 3** Crawler Loader (Above 15 000 Kg Mass, Up To And Including 60 000 Kg Mass) Crawler Tractor With Power Operated Attachments (Above 15 000 Kg Up To And Including 60 000 Kg Mass) Dumper, rear and bottom (above 30 cubic metres, up to and including 120 cubic metres struck capacity) Excavator (Above 0.5 Cubic Metres, Up To And Including 5.5 Cubic Metres Struck Capacity. (This Group Includes Gradall) . Grader. (35 Kw Up To And Including 190 Kw Net Engine Power) Locomotive (Carrying Passengers) Pneumatic Tyred Loader (Over 105 Kw Up To And Including 500 Kw Net Engine Power) Pneumatic Tyred Tractor With Power Operated Attachments (Above 150 Kw Up To And Including 500 Kw Net Engine Power) Scraper (Above 10 Cubic Metres, Up To And Including 50 Cubic Metres Struck Capacity)	381.00	52.10	670.90	20.85	1160.60	7.70	1168.30

Trenching Machine (Greater Than 2.4 Metres Depth And 450 Mm Width) And Bucket Wheel Trencher With Equivalent Capacity In Cubic Metres Per Hour.

Special Work: A driver operating a tractor fitted with a blade and using such blade in breaking trail in heavy sidling country shall be paid an additional allowance of 8 cents per hour for each day or part of a day in which he is so occupied.

Mobile Crane Operators

Operator of mobile crane with lifting capacity of:

			Supplementary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage Rate
		$	$	$	$	$	$	$
(i)	up to 8 tonnes	358.40	52.10	666.50	20.85	1132.70	7.70	1140.40
(ii)	in excess of 8 tonnes and not exceeding 15 tonnes	368.40	52.10	669.90	20.85	1146.50	7.70	1154.20
(iii)	in excess of 15 tonnes and not exceeding 40 tonnes	376.90	52.10	670.20	20.85	1155.60	7.70	1163.30
(iv)	in excess of 40 tonnes and not exceeding 80 tonnes	383.60	52.10	672.40	20.85	1164.80	7.70	1172.50
(v)	in excess of 80 tonnes and not exceeding 100 tonnes	388.70	52.10	673.90	20.85	1171.60	7.70	1179.30
(vi)	In excess of 100 tonnes and not exceeding 140 tonnes	396.30	52.10	676.40	20.85	1182.00	7.70	1189.70
(vii)	In excess of 140 tonnes and not exceeding 180 tonnes	406.30	52.10	679.90	20.85	1195.90	7.70	1203.60
(viii)	In excess of 180 tonnes and not exceeding 220 tonnes	419.70	52.10	687.70	20.85	1217.80	7.70	1225.50
(ix)	In excess of 220 tonnes	437.10	52.10	698.40	20.85	1246.80	7.70	1254.50

(3) (a) Supplementary Payment

Employees shall be paid an additional payment of $52.10 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

(b) Arbitrated Safety Net Payment

Employees shall be paid arbitrated safety net payments (various see above table) which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

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

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

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

(4) Special Allowance

In addition to the base rate specified in subclause (2) hereof employees shall be paid for all purpose of the award a special allowance of $7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.

(5) Industry Allowance

In addition to the rates specified in subclause (2) an industry allowance of $20.85 per week should be paid to all employees under this award to compensate for the disabilities usually associated with building and steel construction work.

(6) Actual Weekly Rate

The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause (2), paragraphs (3)(a) and (3)(b) and subclause (5) hereof by 52 on 50.4. This subtotal shall be rounded to the nearest ten cents and then have added to it the special allowance prescribed in subclause (4) hereof.

(7) Overaward Payment

For the purposes of this clause, overaward payment is defined as amount in rates of pay which an employee would receive in excess of the minimum award wage (ie base rate, arbitrated safety net and supplementary payment) as prescribed in this award for the classification in which such employee is engaged. Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, location allowances, special rates or allowances, responsibility allowances and any other ancillary payments of a like nature prescribed by this award.

(8) Allowances and Special Provisions

(a) Dirt Money

A dirt allowance of $0.49 per hour shall be payable in connection with work deemed to be more than ordinarily dirty; cases of dispute to be determined by the Board of Reference.

(b) Confined Space

Workers working in confined space shall be paid an allowance of $0.59 per hour. “Confined space” means one of which the dimensions are such that the workperson must work in an unusually stooped or cramped position or without adequate ventilation or where confinement within a limited place is productive of unusual discomfort to him/her.

(c) Wet Work

(i) Any worker working in water or “wet places” shall be paid an extra allowance of $3.84 per day or part of a day.

(ii) “Wet places” shall mean places where, in the performance of the work the splashing of water and mud saturate the worker’s clothing or where protection is not provided to prevent splashings or dripping sufficient to saturate his/her clothing, and shall include wet material or wet ground in which it is impracticable for the worker wearing ordinary working boots to work without getting wet feet. Provided that this clause shall not apply to workers working on wet surfaces made wet by rain.

(iii) In exceptional cases where the work is excessively wet and which are not covered by paragraph (ii) hereof, an extra allowance may be agreed upon, or failing agreement, determined by the Board of Reference.

(iv) Subject to paragraph (iii), the engineer in charge or the foreperson shall decide whether any allowance is payable under this clause.

(v) Workers called upon to work overtime in water or in wet places shall receive an extra $3.84 or the appropriate allowance fixed by the Board of Reference for each eight hours or portion thereof, of overtime worked and such allowance shall be treated as portion of the wage for the calculation of overtime. For all other purposes, the extra payment shall be deemed an allowance.

(d) A multi-storey allowance shall be paid to all employees to whom this Appendix applies engaged on site in the construction of a multi-storey building as defined in accordance with the following:-

From commencement of building to 15th floor level - 37 cents per hour extra.

From 16th floor level to 30th floor level - 47 cents per hour extra.

From 31st floor level to 45th floor level - 71 cents per hour extra.

From 46th floor level to 60th floor level - 91 cents per hour extra.

From 61st floor level onwards - $1.16 per hour extra.

For the purposes of this subclause a multi-storey building means a building which will, when complete, consist of 5 or more storey levels and any other structure which does not have regular storey levels but which exceeds 15 metres in height.

2026 WAIRC 00594

Egg Processing Award 1978

1A. - 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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) Adult Employees

	Relativity	Weekly Rate	ASNA	Total Weekly Rate
	$	$	$	$
Level F5	100%	465.20	640.00	1105.20
Level F4	92.4%	429.80	621.90	1051.70
Level F3	87.4%	406.60	613.90	1020.50
Level F2	82%	381.50	616.80	998.30
Level F1				998.30

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

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

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

(2) Part Time Employee shall mean a worker who works regularly from week to week, less than 38 hours each week.

(3) Casual Employee shall mean a worker engaged as such.

Casual Employees shall be paid 20 per cent in addition to the rate prescribed in this clause for the work performed.

2026 WAIRC 00595

Electorate Officers Award 1986

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. - SALARIES

(1) The annual salaries applicable to employees covered by this award shall be as follows:

Year of Service	Salary Per Annum	Arbitrated Safety Net Adjustment	Total Salary Per Annum
	$	$	$
First Year	32469	37917	70386
Second Year	33344	38304	71648
Third Year	34246	38705	72951
Fourth Year	35172	38962	74134
Fifth year	36442	39520	75962
Sixth Year	37437	39812	77249
Seventh Year	38461	40263	78724

(2) Subject to the provisions of Clause 13. - Hours of Attendance, the salaries of employees as prescribed in this Award includes payment for all hours worked, including penalties for overtime and shift work.

(3) Annual Increments

(a) An employee shall proceed to the maximum of their salary range by annual increments, after 12 months continuous service at each increment point, unless there is an adverse report on the employee's performance or conduct which recommends the non-payment of an annual increment.

(b) The following process shall apply where a report on an employee's performance or conduct recommends the non-payment of an annual increment:

(i) The employee will be shown the report prior to completing 12 months continuous service since their last incremental advance.

(ii) The employee will be provided with an opportunity to comment in writing.

(iii) The employee's comments will be considered immediately by the employer and a decision made as to whether to approve the payment of the increment or withhold payment for a specific period.

(iv) Where the increment is withheld, the employer before the expiry of the specified period will complete a further report and the above provisions will apply.

(c) The non-payment of an increment will not change the normal anniversary date of any further increment payments.

(4) Payment of Salaries

(a) Salaries shall be paid fortnightly but, where the usual payday falls on a public holiday, payment shall be made on the previous working day.

(b) A fortnight's salary shall be computed by dividing the annual salary by 313 and multiplying the result by 12.

(c) The hourly rate shall be computed as one seventy-fifth of the fortnight's salary.

(d) Salaries shall be paid by direct funds transfer to the credit of an account nominated by the employee at a bank, building society or credit union approved by the employer.

2026 WAIRC 00596

Electrical Contracting Industry Award R 22 of 1978

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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. – SUPPORTED WAGE

(1) This clause defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this Award. In the context of this clause, the following definitions will apply:

(a) 'Supported Wage System' means the Commonwealth Government system to promote employment for people who cannot work at full Award wages because of a disability as documented in "[Supported Wages System:

Guidelines and Assessment Process]".

(b) 'Accredited Assessor' means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.

(c) 'Disability Support Pension' means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991, as amended from time to time, or any successor to that scheme.

(d) 'Assessment instrument' means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

(2) Eligibility Criteria

Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this Award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for **receipt of a Disability** Support Pension. (The clause does not apply to any existing employee who has a claim against the employer that is subject to the provisions of workers' compensation legislation or any provision of this Award relating to the rehabilitation of employees who are injured in the course of their current employment).

The clause also does not apply to employers in respect of their facility, programme, undertaking, services or the like which receives funding under the Disability Services Act 1988 and fulfils the dual role of service provider and sheltered employer to people with disabilities who are in receipt of or are eligible for a disability support pension, except with respect to an organisation which has received recognition under s10 or s12A of the Act, or if a part has received recognition, that part.

(3) Supported Wage Rates

Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this Award for the class of work which the person is performing according to the following schedule:

Assessed **Capacity (subclause 4)**	% of Prescribed Award Rate
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall be not less than **$113.00** per week).

* Where a person's assessed capacity is 10%, they shall receive a high degree of assistance and support.

(4) Assessment of Capacity

For the purpose of establishing the percentage of the Award rate to be paid to an employee under this Award, the productive capacity of the employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

(a) the employer and the union in consultation with the employee or, if desired by any of these; or

(b) the employer and an accredited Assessor from a panel agreed by the parties to the Award and the employee.

(5) Lodgement of Assessment Instrument

(a) All assessment instruments under the conditions of this clause, including the appropriate percentage of the Award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Western Australian Industrial Relations Commission.

(b) All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the Award, is not a party to the assessment, it shall be referred by the Registrar to the union by certified mail and shall take effect unless an objection is notified to the Registrar within 10 working days.

(6) Review of Assessment

The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

(7) Other Terms and Conditions of Employment

Where an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of the clause will be entitled to the same terms and conditions of employment as all other employees covered by this Award paid on a pro-rata basis.

(8) Workplace Adjustment

An employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other employees in the area.

(9) Trial Period

(a) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this clause for a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding 4 weeks) may be needed.

(b) During the trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

(c) The minimum amount payable to the employee during the trial period shall be no less than **$113.00** per week; or, in the case of paid rates award, the amount payable to the employee during the trial period shall be **$113.00** per week or such greater amount as is agreed from time to time between the parties (taking into account the Department of Social Security income test free areas for earnings) and inserted into this Award.

(d) Work trials should include induction or training as appropriate to the job being trialed.

(e) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under subclause (4) of this clause.

FIRST SCHEDULE - WAGES

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

(2)

(a)

CLASSIFICATION	Rate Per Week $	Arbitrated Safety Net Adjustment $	Total Rate Per Week $
(i) LEVEL 1			
Electronics Tradesperson	549.90	743.90	1293.80
(ii) LEVEL 2			
(aa) Electrician - Special Class	491.50	718.20	1209.70
(bb) Instrument Fitter/Electrical Grade 2	499.20	721.70	1220.90
(iii) LEVEL 3			
(aa) Electrical Installer/Mechanic	467.30	707.50	1174.80
(bb) Electrical Fitter	467.30	707.50	1174.80
(cc) Instrument Fitter/Electrical Grade 1	484.90	715.10	1200.00
(dd) Linesperson - Grade 1 (i.e. with not less than 3 years' experience as a Linesperson)	467.30	707.50	1174.80
(ee) Cable Jointer	467.30	707.50	1174.80
(iv) LEVEL 4			
Linesperson - Grade 2 (i.e. with less than 3 years' experience as a Linesperson)	449.30	702.30	1151.60
(v) LEVEL 5			
Electrical Assistant	394.70	674.40	1069.10

(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.

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

(3) Leading Hands - In addition to the appropriate rates shown in subclause (2) hereof a leading hand shall be paid –

(a)	If placed in charge of not less than three and not more than ten other employees	$39.50
(b)	If placed in charge of more than ten and not more than twenty other employees	$60.60
(c)	If placed in charge of more than twenty other employees	$78.40

(4) Apprentices:

(a) Wage per week expressed as a percentage of the Electrical Installer's rate per week and Safety Net Adjustment Payment:

%

Four Year Term	
First Year	39
Second Year	51
Third Year	67
Fourth Year	79
Three and a Half Year Term	
First Six Months	39
Next Year	51
Next Year	67
Final Year	79
Three Year Term	
First Year	51
Second Year	67
Third Year	79

(b) Apprentices Over the Age of 21 Years

Wage per week expressed as a percentage of the Electrical Installer's rate per week and Safety Net Adjustment Payment

	%
Four Year Term	
First Year	67
Second Year	67
Third Year	67
Fourth Year	79
Three and a Half Year Term	
First Six Months	67
Next Year	67
Next Year	67
Final Year	79
Three Year Term	
First Year	67
Second Year	67
Third Year	79

(5) Tool Allowance:

(a) In accordance with the provisions of subclause (20) of Clause 18. - Special Rates and Provisions of this award the tool allowance to be paid is:

(i) $22.80 per week to such tradesperson, or

(ii) In the case of an apprentice a percentage of $22.80 being the percentage which appears against the apprentice's year of apprenticeship set out in subclause (4) of this schedule.

(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.

(6) Construction Allowance:

(a) In addition to the appropriate rates of pay prescribed in this Clause an employee shall be paid:

(i) $70.40 per week if the employee is engaged on the construction of a large industrial undertaking or any large civil engineering project.

(ii) $63.59 per week if the employee is engaged on a multi-storeyed building but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which the employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.

(iii) $37.50 per week if the employee is engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of this Award.

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

(7) Casual Employees:

A casual employee shall be paid 20 per cent of the ordinary rate payment in addition to the ordinary rate assigned to their class of work.

(8) Part-Time Employee

A part-time employee shall be paid pro-rata in accordance with the appropriate rate for the classification for the employee for the number of hours so worked.

Payments pursuant to the First Schedule Wages and Clause Nos. 21, 22, 23, 24, 25, 26 and 27 shall be strictly related proportionately in accordance with the number of ordinary hours worked, to the number of ordinary hours worked by a full time employee in accordance with Clause 11. - Hours.

(9) Licence Allowance:

A tradesperson who holds and in the course of their employment may be required to use a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force at the date of this Award under the Electricity Act, 1945, shall be paid $33.50 per week.

(10) Commissioning Allowances:

An "Electrician Commissioning" as defined shall be paid at the rate of $51.30 per week in addition to rates prescribed in this schedule.

(11) New Classifications:

In reference to Clause 37. - Structural Efficiency of this Award -

(a) The parties to this Award are committed to implementing a broad banded wage and classification structure in accordance with the Grades set out in paragraph (f) hereunder, and

(i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(ii) Intend to substitute the existing provisions of subclause (2) of the First Schedule - Wages with a new wage and classification structure;

(iii) To make any consequential amendments not later than October 1990, nor earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission.

(b) Employees who are transferred to the new classification structure proposed under this subclause at a level which provides for a pay rate less than that being received at the date of transfer under their old classification, will have that rate of pay maintained by way of an allowance which shall be paid until -

(i) The contract of employment is terminated; or

(ii) The employee accepts appointment to a new classification.

(c) In the event that there is a claim for reclassification to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on the job experience or on any other ground, the following principles shall apply:

(i) The parties agree that the matter shall be dealt with by the Industry Committee as provided by Clause 37(1)(e) of this Award.

(ii) Agreed competency standards shall be established by the parties for all levels in any new classification structure before any claims for reclassification are processed.

(d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

(e) The parties will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.

(f) Broadbanded Grades

(i) Grade 1

(ii) Grade 2

(iii) Grade 3

(iv) Grade 4

(v) Grade 5

(vi) Grade 6

(vii) Grade 7

(viii) Grade 8

(ix) Grade 9

(x) Grade 10

2026 WAIRC 00597

Electrical Trades (Security Alarms 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

28. - WAGES

(1) (a) The ordinary weekly rate of wage payable to adult employees covered by this Award shall be as follows:

Classification	On Engagement	Supplementary	Arbitrated Safety	Total Payment

		Payment Per Week	Net Adjustment	Per Week
Group A Serviceperson (Special Class)	386.60	51.90	697.50	1136.00
Group B Serviceperson	362.80	49.40	680.60	1092.80
Group C Installer	362.80	49.40	680.60	1092.80
Group D Trades Assistant	310.20	39.30	658.80	1008.30
Classification	**After 12 months experience with the employer**	**Supplementary Payment Per Week**	**Arbitrated Safety Net Adjustment**	**Total Payment Per Week**
Group A Serviceperson (Special Class)	407.30	51.90	706.60	1165.80
Group B Serviceperson	384.20	49.40	695.60	1129.20
Group C Installer	384.20	49.40	695.60	1129.20
Group D Trades Assistant	310.20	39.30	658.80	1008.30

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

(3) (a) Where an employer does not provide a tradesperson with the tools ordinarily required by that tradesperson in the performance of their work as a tradesperson the employer shall pay a tool allowance of $23.20 per week to such tradesperson for the purpose of such tradesperson supply and maintaining tools ordinarily required in the performance of their work as a tradesperson.

(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 all necessary power tools, special purpose tools and precision measuring instruments.

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

(4) (a) In addition to the appropriate rates of pay prescribed in this Clause an employee shall be paid -

(i) $74.80 per week if they are engaged on the construction of a large industrial undertaking or any large civil engineering project.

(ii) $69.90 per week if they are engaged in a multi-storeyed building but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which they are required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.

(iii) $39.20 per week if they are engaged otherwise on construction work falling within the definition of construction work in Clause 5. – 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 15. – Special Rates and Provisions of this Award except the allowance for work at heights, the first aid allowance and the licence allowance.

(5) Leading Hand: 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 $42.60
(b) If placed in charge of more than ten but not more than twenty other employees $64.70
(c) If placed in charge of more than twenty other employees $83.60

2026 WAIRC 00598

Electronics Industry Award No. A 22 of 1985

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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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.

PART I. - GENERAL

33. - WAGES

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

(1) (a) Adults

	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Electronic Technician (Grade III)	537.50	738.50	1276.00
Electronic Technician (Grade II)	463.30	705.60	1168.90
Electronic Technician (Grade I)	442.20	699.30	1141.50
Electronic Serviceperson	418.90	688.90	1107.80
Installer	375.90	667.90	1043.80
Serviceperson's Assistant	357.90	661.60	1019.50
Assembler (1)	352.60	659.90	1012.50
Assembler	331.50	666.80	998.30
Trainee Installer			998.30

(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) Leading Hands:

In addition to the appropriate rate of 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	$42.10
(b)	If placed in charge of more than ten but not more than twenty other employees	$63.80
(c)	If placed in charge of more than twenty other employees	$82.90

(3) Apprentices:

(Wage per week expressed as a percentage of the rate per week for an "Electronic Serviceperson" set out in subclause (1) of this clause).

(a)	Four Year Term -	%
	First Year	42
	Second Year	55
	Third Year	75
	Fourth Year	88
(b)	Three and A Half-Year Term -	%
	First Six Months	42
	Next Year	55
	Following Year	75
	Final Year	88
(c)	Three Year Term	%
	First Year	55
	Second Year	75
	Third Year	88

(4) (a) Junior Employees -

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

	%
Under 16 years of age.....	35
Between 16 and 17 years of age...	45
Between 17 and 18 years of age...	55
Between 18 and 19 years of age...	65
Between 19 and 20 years of age...	78.5
Between 20 and 21 years of age...	93

(b) Junior Employees - Installers

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

	%
Under 17 years of age.....	45
Between 17 and 18 years of age...	55
Between 18 and 19 years of age...	65
Between 19 and 20 years of age...	75
Between 20 and 21 years of age...	90

(5) Tool Allowance

(a) Where an employee does not provide a technician, serviceperson, installer or an apprentice with the tools ordinarily required by that person in the performance of work as a technician, serviceperson, installer or an apprentice the employee shall pay a tool allowance of –

(i) $23.20 per week to such technician, serviceperson, installer; or

(ii) In the case of an apprentice a percentage of $23.20 being the percentage which appears against their year of apprenticeship in subclause (3) of this clause for the purpose of such technician, serviceperson, installer or apprentice applying and maintaining tools ordinarily required in the performance of work as a technician, serviceperson, installer 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 technicians, service people, installers or apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(d) A technician, serviceperson, installer or apprentice shall replace or pay for any tools supplied by the employer if lost through his negligence.

(6) Casual Employees:

A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate prescribed for the classification in which that employee is employed.

(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. 1756 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 this award are committed to co-operating positively to increase the efficiency, productivity and competitiveness of the electronics and information technology 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.

(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 36. - Training, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.

(e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by either party shall be notified to the Western Australian Industrial Relations 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 such change.

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

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

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

(vi) Any agreement shall be subject to 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 30. - 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 25th October, 1990.

PART II. - CONSTRUCTION WORK

10. - WAGES

(1) Subject to Clause 5. - Special Rates and Provisions of Part II of the award the ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.

(2) The ordinary weekly wage of an employee engaged on construction work shall consist of the base rate and the special payment as set out in subclause (3) of this clause.

(3) (a) CLASSIFICATIONS

	Rate Per	Special	Arbitrated Safety Net	Total Rate

	Week	Payment	Adjustment	Per Week
Electronic Technician (Grade III)	537.50	31.50	752.30	1321.30
Electronic Technician (Grade II)	463.30	26.90	717.60	1207.80
Electronic Technician (Grade I)	442.20	25.40	707.50	1175.10
Electronic Serviceperson	418.90	24.00	699.40	1142.30
Installer	375.90	18.10	674.30	1068.30
Trainee Installer (90% of Installer)	338.30	16.30	643.70	998.30

(4) Apprentices:

The ordinary weekly wage of an apprentice shall be calculated by applying the percentage applicable under subclause (4) of Clause 33. - Wages of PART I - GENERAL of this award to the rate prescribed for a "Serviceperson" in subclause (3) of this clause for the construction work upon which the apprentice is engaged.

(5) Construction Allowances:

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

(i) $74.10 per week if engaged on the construction of a large industrial undertaking or any large civil engineering projects.

(ii) $66.90 per week if engaged on a multi-storeyed building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which the employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.

(iii) $39.20 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of PART I - GENERAL of this award.

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

(6) Leading Hand:

In addition to the appropriate rate of 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	$42.10
(b)	If placed in charge of more than ten but not more than twenty other employees	$63.80
(c)	If placed in charge of more than twenty other employees	$82.90

(7) (a) Where an employer does not provide a Technician, Serviceperson, Installer or Apprentice with the tools ordinarily required by that Serviceperson, Technician or Installer in the performance of work as a Technician, Installer or Apprentice the employer shall pay a tool allowance of -

(i) $23.20 per week to such Technician, Serviceperson or Installer, or

(ii) In the case of an apprentice a percentage of $23.20 being the percentage referred to in subclause (3) of Clause 33. - Wages of PART I - GENERAL of this award,

for the purpose of such Technician, Serviceperson, Installer or Apprentice supplying and maintaining tools ordinarily required in the performance of work as a Technician, Serviceperson, Installer 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 Technicians, Servicepersons, Installers and Apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(d) A Technician, Serviceperson, Installer or Apprentice shall replace or pay for any tools supplied by the employer if lost through that person's negligence.

(8) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate prescribed for the classification in which that employee is employed.

(9) 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 $998.30 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 $998.30 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

2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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 8th September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment 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 implementing a new wage and classification structure. In making this commitment the parties:

(i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(ii) Undertake that upon variation of the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;

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

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new

structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply:

(i) The parties agree that the existing award disputes avoidance procedure shall be followed;

(ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and the State Employment Skills Development Authority (SESDA), (when operative) for all levels in any new classification structure before any claims for re-classification are processed.

(iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification.

(d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

(e) The parties are committed to modernising the terms of the Award and to addressing the issues associated with training in an endeavour to finalise these matters by 1 August 1990.

(f) The commitments referred to in this subclause are supported by a Memorandum of Agreement between the parties attached to the Award as a Third Schedule.

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.

2026 WAIRC 00599

Engine Drivers' (Building and Steel Construction) Award No. 20 of 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 $998.30 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 $998.30 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 2026.

(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 2026 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 $828.90 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 $828.90 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 2026.

(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

The weekly wage to be paid to all employees shall be as follows:-

(1) When an employee is engaged on building or steel construction work on site in or in connection with -

(a) the construction, erection, repair, renovation, maintenance, ornamentation, alteration or demolition of a large industrial undertaking or any large civil engineering project or any multi-storey building; or

(b) the construction, erection, repair, renovation, maintenance, ornamentation, alteration or demolition of any structure or civil engineering project which the employer and the union agree, or in the event of disagreement, which the Board of Reference declares to be construction work,

shall consist of the sum of the base rate reflected in Column "A" of subclause (2) and the amounts reflected in subclauses (3), (4) and (5) of this clause.

For an employee engaged on other work than that specified above in (a) or (b) the weekly wage shall consist of the sum of the base rate reflected in Column "B" of subclause (2), and the amounts reflected in subclauses (3), (4) and (5) of this clause.

(2)

Edit Note: Actual weekly amount utilises formula see subclause (6).

Columns added for administrative purposes and reflect sub-clauses 3-5.

CLASSIFICATION	COLUMN A" BASE RATE $	Supplementary Payment $	Industry Allowance $	Actual Weekly Rate amount	A.S.N.A.	Special Allowance	TOTAL WAGE $
0 to 8 tonnes	358.40	52.10	20.57	444.80	703.70	7.70	1156.20
8 to 15 tonnes	368.40	52.10	20.57	455.10	708.10	7.70	1170.90
15 to 40 tonnes	376.90	52.10	20.57	463.80	709.20	7.70	1180.70
40 to 80 tonnes	383.60	52.10	20.57	470.80	712.20	7.70	1190.70
80 to 100 tonnes	388.70	52.10	20.57	476.00	714.50	7.70	1198.20
100 to 140 tonnes	396.30	52.10	20.57	483.90	718.20	7.70	1209.80
140 to 180 tonnes	406.30	52.10	20.57	494.20	722.40	7.70	1224.30
180 to 220 tonnes	419.70	52.10	20.57	508.00	728.70	7.70	1244.40
Over 220 tonnes	437.10	52.10	20.57	526.00	739.50	7.70	1273.20
Tower Crane	400.10	52.10	20.57	487.80	719.80	7.70	1215.30
CLASSIFICATION	"COLUMN B" BASE RATE $	Supplementary Payment $	Industry Allowance$	Actual Weekly Rate amount	A.S.N.A.	Special Allowance	TOTAL WAGE $
0 to 8 tonnes	334.00	52.10	20.57	419.60	692.60	7.70	1119.90
8 to 15 tonnes	340.60	52.10	20.57	426.40	695.60	7.70	1129.70
15 to 40 tonnes	348.40	52.10	20.57	434.40	696.30	7.70	1138.40
40 to 80 tonnes	354.40	52.10	20.57	440.60	699.00	7.70	1147.30
80 to 100 tonnes	359.10	52.10	20.57	445.50	701.20	7.70	1154.40
100 to 140 tonnes	366.00	52.10	20.57	452.60	704.30	7.70	1164.60
140 to 180 tonnes	374.80	52.10	20.57	461.70	708.30	7.70	1177.70
180 to 220 tonnes	386.90	52.10	20.57	474.20	713.70	7.70	1195.60
Over 220 tonnes	403.10	52.10	20.57	490.90	721.00	7.70	1219.60
Stiff Leg Crane	354.70	52.10	20.57	440.90	699.00	7.70	1147.60

(3) (a) Supplementary Payment

Employees shall be paid an additional payment of $52.10 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

The supplementary payment set out in this clause represents a payment in lieu of equivalent overaward payments

(b) Arbitrated Safety Net Payment

Employees shall be paid an arbitrated safety net payment which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

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

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

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

(4) Special Allowance

In addition to the base rate specified in subclause (2) hereof employees shall be paid for all purposes of the award a special allowance $7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.

(5) Industry Allowance

In addition to the rates specified in subclause (2) an industry allowance of $20.57 per week should be paid to all employees under this award to compensate for the disabilities usually associated with building and steel construction work.

(6) Actual Weekly Rate

The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause (2), subclause (3) (a) and subclause (5) hereof by 52 on 50.4. This subtotal shall be rounded to the nearest ten cents and then have added to it the Arbitrated Safety Net Payment prescribed in subclause (3) (b) and the Special Allowance prescribed in subclause (4) hereof.

(7) Overaward Payment

For the purposes of this clause, overaward payment is defined as the amount in rates of pay which an employee would receive in excess of the minimum award wage (ie base rate, arbitrated safety net and supplementary payment) as prescribed in this award for the classification in which such employee is engaged. Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, location allowances, special rates or allowances, responsibility allowances and any other ancillary payments of a like nature prescribed by this award.