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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 00600

Engine Drivers' (General) 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.

19. – WAGES

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

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

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

(1)	Classification:	Wage Per Week $	Supplementary Payments Per Week $	Safety Net $	Total Per Week Adjustments $
	(a) Turbine Driver	345.30	16.80	688.60	1050.80
	(b) Steam Engine Drivers:				
	(i) whose work requires 1st or 2nd class certificate	341.30	16.80	692.60	1050.80
	(ii) whose work requires a 3rd class certificate				1050.80
	I Internal Combustion Engine Drivers:				
	(i) 180 kW brake power or over	344.20	16.80	689.70	1050.80
	(ii) 35 kW brake power or over but under 180 kW brake power				1050.80
	(iii) under 35 kW brake power				1050.80
	(d) Electric Motor Attendant:				
	(i) on motors over 180 kW power	339.60	16.80	694.30	1050.80
	(ii) on motors 70 kW power to 180 kW power inclusive				1050.80
	(iii) on motors under 70 kW power				1050.80
	Where an employee attends two or more motors he/she shall be paid at a rate calculated on the aggregate kW power of such motors.				
	Note: kW power shall be that shown on the maker's nameplate.				
	(e) Greaser or Oiler				1050.80
	(f) Fireperson:				
	(i) Attending one boiler				1050.80
	(ii) attending two or more boilers				1050.80
	(g) Trimmer				1050.80
	(h) Scotch Derrick Crane Driver	347.40	16.80	686.50	1050.80
	(i) Overhead electric crane driver who requires a				1050.80

	certificate under the Inspection of Machinery Act				
	(j) Mobile Crane Driver				
	(i) lifting capacity up to and including 5 tonnes	339.60	13.80	697.30	1050.80
	(ii) lifting capacity over 5 tonnes but not exceeding 10 tonnes	344.10	16.80	689.80	1050.80
	(iii) lifting capacity over 10 tonnes but not exceeding 20 tonnes	349.90	19.90	680.90	1050.80
	(iv) lifting capacity over 20 tonnes but not exceeding 40 tonnes	360.20	23.10	673.20	1056.50
	(v) lifting capacity over 40 tonnes but not exceeding 80 tonnes	366.30	26.00	676.20	1068.50
	(vi) lifting capacity in excess of 80 tonnes	373.90	28.00	679.50	1081.40
	(k) Excavator Driver:				
	(i) up to.5m3	350.00	19.90	680.80	1050.80
	(ii) over.5 m3 and up to and including 2.25m 3	353.30	21.50	675.90	1050.80
	(iii) over 2.25 m3	364.00	24.80	675.30	1064.10
	(l) Tractors - while using power operated attachments:				
	(i) up to 35 kW brake power				1050.80
	(ii) over 35 kW brake power to 70 kW brake power	344.20	16.80	689.70	1050.80
	(iii) over 70 kW brake power to 110 kW brake power	350.00	19.90	680.80	1050.80
	(iv) over 110 kW brake power	353.30	21.50	675.90	1050.80
	(m) Loader, front end or overhead - Appropriate Tractor Margin				
	(n) Grader self propelled				
	(i) over 70 kW brake power	364.00	24.80	675.30	1064.10
	(ii) 35 to 70 kW brake power inclusive	353.30	21.50	675.90	1050.80
	(iii) under 35 kW brake power	350.00	19.90	680.80	1050.80

(2) Additions to Weekly Wage Rates

(a) An Engine Driver, Electric Motor Attendant or Fireperson engaged as hereinafter specified shall have his/her wage increase as follows:

		Per Week$
(i)	Attending to refrigerating and/or air compressor or compressors	$24.44
(ii)	Attending to an electric generator or dynamo exceeding 10 kw capacity	$24.44
(iii)	Attending to switchboard where the generating capacity is 350 kw or over	$7.78
(iv)	An Engine Driver who attends a boiler or boilers	$24.44

(b) Employees employed on boiler cleaning inside the boiler of flues of combustion chamber shall be paid an additional rate of $1.20 per hour whilst so engaged.

(3) Industry Allowance

(a) In addition to the rates prescribed in this clause an amount of $21.28 per week shall be paid to employees engaged under this award in rock quarries, limestone quarries and sand pits to compensate for dust and climatic conditions when working in the open and for deficiencies in general amenities and facilitates. Provided that employees in the limestone quarries of Cockburn Cement Ltd shall be paid an amount of $0.52 per hour in lieu of the $21.28 referred to in this subclause.

(b) (i) In addition to the rates prescribed in this clause a driver of an overhead electric crane, mobile crane, front end loader or tractor, employed by Cockburn Cement Limited shall, subject to as hereinafter provided, be paid an allowance of $0.21 per hour.

(ii) The allowance prescribed in this paragraph is to compensate for the extra duties, including servicing and re-fuelling of machines, associated with the work practices of Cockburn Cement Limited and shall be paid for each hour worked in a quarry, or for each hour worked elsewhere on shifts other than day shift Monday to Friday.

(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 00601

Engine Drivers' (Gold Mining) Consolidated Award, 1979

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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 1. - WAGES

(1) The minimum rate of wages payable to workers covered by this award shall be:-

	Classification:	Award Base Rate $	ASNA $	Total $
(a)	Winding Engine Driver	356.70	694.00	1050.80
(b)	Locomotive Engine Drivers on Mines	327.10	723.60	1050.80
(c)	Excavators driven by electricity or internal combustion -			
	(i) up to 3/4 cubic yards	330.40	720.30	1050.80
	(ii) over 3/4 cubic yards	335.20	715.50	1050.80
(d)	Drivers of suction gas and other internal combustion engines -			
	(i) if under 50 bhp	320.60	730.10	1050.80
	(ii) if 50 bhp or over	329.20	721.50	1050.80
(e)	Drivers of suction gas and other internal combustion engines in power houses including electric generating engines and/or air compressors -			
	(i) Exceeding 500 bhp -			
	(aa) Shift Engine Driver in charge	334.10	716.60	1050.80
	(bb) Other Engine Drivers on shift	332.30	718.40	1050.80
	(ii) Exceeding 2000 bhp -			
	(aa) Shift Engine Driver in charge	338.30	712.40	1050.80
	(bb) Other Engine Drivers on shift	332.30	718.40	1050.80
	Exceeding 5000 bhp -			
	(aa) Shift Engine Driver in charge	340.30	710.40	1050.80
	(bb) Other Engine Drivers on shift	332.30	718.40	1050.80
	(iv) Exceeding 8000 bhp -			
	(aa) Shift Engine Driver in charge	342.70	708.00	1050.80
	(bb) Other Engine Drivers on shift	332.30	718.40	1050.80
	(v) Exceeding 14000 bhp -			
	(aa) Shift Engine Driver in charge	344.80	705.90	1050.80
	(bb) Other Engine Drivers on shift	332.30	718.40	1050.80
(f)	If an engine driver also attends to an electric generator or dynamo exceeding 10 kilowatt capacity he/she shall be paid an additional sum of $14.20 per week.			
(g)	If an engine driver also attends to a switchboard he/she shall be paid an additional sum of $4.10 per week.			
(h)	If an engine driver also attends to a refrigerating and/or air compressor or compressors, he/she shall be paid an additional $14.20 per week.			
(i)	Engine Greasers or Cleaners (Powerhouse)	310.80	739.90	1050.80
(j)	Lube Oil - Fuel Oil Attendant	310.80	739.90	1050.80
(k)	Electric Air Compressor Drivers	315.90	734.80	1050.80

(l)	Electric Locomotive of Tractor Drivers	318.70	732.00	1050.80
(m)	Drivers of Mobile Cranes -			
	Lifting capacity up to and including five tons	327.00	723.70	1050.80
	Lifting capacity over five tons	331.00	719.70	1050.80

The above wages are payable under a contract of weekly service.

(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) Structural Efficiency:

(a) An employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training consistent with the classification structure of this award provided that such duties are not designed to promote de-skilling.

(b) Arising out of the decision on 8 September 1989 in the State Wage Case 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 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

(iv) Are committed to modernising the terms of the Award and addressing issues associated with training in an endeavour to finalise matters.

(c) In the event that there is a claim for reclassification by an employee to 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) Agreed competency standards shall be established by the parties in conjunction with T.A.F.E. and S.E.S.D.A. (when operative) for all levels in any new classification structure before any claims for reclassification are processed;

(ii) An agreed authority such as T.A.F.E. or S.E.S.D.A. or agreed accreditation authority (when operative) shall test the validity of an employee's claim for classification.

(d) 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.

(4) Award Modernisation:

(a) In accordance with sub-paragraph (iv) in paragraph (b) of subclause (5) hereof, the parties are committed to modernising terms of the award.

(b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of the obsolete conditions to better reflect the realities of modern industry practices and assist the restructuring process. Any such discussion with the Unions shall be on the premise that -

(i) The majority of employees at the enterprise must genuinely agree;

(ii) No employee will lose income as a result of the change;

(iii) The Union must be party to the agreement, particularly where enterprise level discussions are considering matters requiring variations to the Award;

(iv) Agreements will be ratified by the Commission.

(c) Should an agreement be reached pursuant to subclause (b) hereof and that agreement requires an award variation, the parties will not oppose that award variation for that particular provision for that particular enterprise.

(d) There shall not be limitations on any award matter being raised for discussion.

(e) The parties agree that working parties will continue to meet with the aim of modernising the Award.

(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.

2026 WAIRC 00602

Engine Drivers' (Nickel Mining) 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.

SCHEDULE 1 - WAGES

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

(1) KAMBALDA NICKEL OPERATIONS

	Base Rate $	Arbitrated Safety Net Adjustment $	Total $
Plant Controller Grade 1 Semi skilled employee comparable to former classification of Engine Greaser.	318.50	732.20	1050.80
Plant Controller Grade 2 Semi skilled employee comparable to former classification of Mobile or Electrical Air Compressor Driver and Locomotive Engine Driver (Surface).	335.30	715.40	1050.80
Plant Controller Grade 3 An employee who has acquired a Mobile Crane Drivers ticket and operates a crane with the capacity of less than 20 tonnes.	343.10	707.60	1050.80
Plant Controller Grade 4 An employee who has acquired a Mobile Crane Drivers ticket and operates a crane with the capacity of more than20 tonnes.	362.15	688.55	1050.80
OR An employee who is a certificated Winding Engine Driver and is conversant and competent to operate all types of winders on the lease. In addition the duties will include the cleaning of the Winder cabin including the window.	368.30	682.40	1050.80
Plant Controller Grade 5 An employee who is the holder of an Engine Drivers ticket relevant to drive internal combustion engines in Power Houses including Electric Generating and for Air Compressors and attending a Switchboard.	386.55	664.15	1050.80

(2) Industry Allowance

(a) Each employee shall be paid an allowance of $66.30 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.

(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 00603

Engine Drivers' Minerals Production (Salt) Industry Award, 1970

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

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.

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

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

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

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

Classification:	Total Wage Rate $
(a) Turbine Driver	1050.80
(b) Steam Engine Drivers -	
(i) whose work requires 1st or 2nd class certificate	1050.80
(ii) whose work requires a 3rd class certificate	1050.80
(c) Internal Combustion Engine Drivers -	
(i) 180 kw brake power or over	1050.80
(ii) 35 kw brake power or over but under 180 kw brake power	1050.80
(iii) under 35 kw brake power	1050.80
(d) Electric Motor Attendant -	
(i) on motors over 180 kw power	1050.80
(ii) on motors 70 kw power to 180 kw power incl	1050.80
(iii) on motors under 70 kw power	1050.80
Where a worker attends to two or more motors he shall be paid at a rate calculated on the aggregate kw power of such motors NOTE: Kw power shall be that shown on the maker's name plate	
(e) Greaser or Oiler	1050.80
(f) Firemen	
(i) attending one boiler	1050.80
(ii) attending two or more boilers	1050.80
Where two or more firemen are employed on one shift, one fireman shall be paid ten cents per shift extra.	
(g) Trimmer	1050.80
(h) Scotch Derrick Crane Driver	1050.80
(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act	1050.80
(j) Mobile Crane Driver -	
(i) lifting capacity up to and including 5 t	1050.80
(ii) lifting capacity over 5 t but not exceeding 10 t	1050.80
(iii) lifting capacity over 10 t but not exceeding 20 t	1050.80
(iv) lifting capacity over 20 t but not exceeding 40 t	1050.80
(v) lifting capacity over 40 t but not exceeding 80 t	1050.80
(vi) lifting capacity in excess of 80 t	1050.80
(k) Excavator Driver -	
(i) up to.5m3	1050.80
(ii) over.5m3 and up to and including 2.25m3	1050.80
(iii) over 2.5m3	1050.80

(2) Additions to wage rates prescribed in subclause (1) of this clause.

(a) An Engine Driver, Electric Motor Attendant or Fireman engaged as hereinafter specified shall have his wage increased as follows:-

(i) attending to refrigerating and/or air compressor or compressors	15.90
(ii) attending to an electric generator or dynamo exceeding 10 kw capacity	15.90
(iii) attending to switchboard where the generating capacity is 350 kw or over	4.90
(iv) an Engine Driver who attends a boiler or boilers	15.90

(b) Workers employed on boiler cleaning inside the boiler or flues or combustion chamber shall be paid an additional rate of $0.81 cents per hour whilst so engaged.

(3) Subclauses (3) and (4) 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.

(4) 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 00604

Engineering Trades (Government) Award, 1967 Award Nos. 29, 30 and 31 of 1961 and 3 of 1962

FIRST SCHEDULE - WAGES

(1) (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.

(b) Subject to this Schedule, an adult employee in a classification specified in the table set out in subclause (2) hereof (other than an apprentice or an employee of the Building Management Authority) shall be paid at the respective award wage rate per week assigned to that class of work.

The all-purpose hourly rate for this Award shall be 1/38th of the total rate prescribed herein.

(2)

Classification:	On Engagement $	Safety Net Adjustment $	Total Rate $
C5 Advanced Engineering Tradesperson -level II	566.80	751.30	1318.10
C6 Advanced Engineering Tradesperson -Level I	545.00	741.60	1286.60
C7 Engineering Tradesperson Special Class -Level II	501.40	722.40	1223.80
C8 Engineering Tradesperson Special Class -Level I	479.60	712.90	1192.50
C9 Engineering Tradesperson - Level II	457.80	706.20	1164.00
C10 Engineering Tradesperson - Level I/Production Systems Employee	436.00	696.60	1132.60
C11 Engineering Employee - Level IV	402.90	677.20	1080.10
C12 Engineering Employee - Level III	381.10	669.60	1050.70
C13 Engineering Employee - Level II	357.50	661.60	1019.10
C14 Engineering Employee - Level I	340.10	658.20	998.30

(3) Transitional Arrangements

(a) Notwithstanding the wage rates contained in subclause (2) hereof, existing employees employed in the classifications designated as C13 and C11A who, prior to the commencement of the first pay period on or after the 27th August, 1992 received wages in excess of those contained in subclause (2) hereof shall, in addition to the rates specified therein, receive an additional all-purpose rate as follows:

	$
C13 -	
Second year of service	1.90
Third year of service and above	3.00
C11A -	
Third year of service and above	0.10

These rates will not be increased for any reason and shall be absorbed when the rates in subclause (2) hereof are increased by an future wage movements.

(4) The classification prescribed in the relevant minimum rates award on which the rate prescribed for the key classification in this award is based, is the wage group C 10 in the Metal Trades (General) Award No. 13 of 1965.

(5) (a) In addition to the rates contained in subclauses (2) and (3) hereof, employees designated in classifications C 14 to C 7 inclusive shall receive an all-purpose industry allowance of $25.70.

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

(i) $12.85 of the allowance shall be paid after the first 12 months of Government service; and

(ii) the remaining $12.85 - totalling $25.70 - shall be paid on completion of 24 months of Government service.

(c) The industry allowance shall be adjusted in accordance with any movements to the wage prescribed in subclause (2) hereof, as follows:

(i) The increase shall apply to the ‘plus 24 months of service’ rate;

(ii) The increase is to be rounded to the nearest ten cents;

(iii) The rate is to be divided by two to calculate instalments in accordance with subparagraphs (i) and (ii) of paragraph (b) hereof, provided that the instalment rates are not expressed in less than ten cents amounts; and

(iv) In the event of such an equal division of the industry allowance not resulting in the rates being expressed in less than ten cent amounts, as provided in subparagraph (iii) hereof, the division shall be unequal and weighted to the 12 months’ service instalment.

(6) The classifications prescribed in subclause (3) hereof include persons previously engaged as follows:

C 6 Advanced Engineering Tradesperson Level I –

Electronics Tradesperson - Groups A, B and C

Instrumentation and Control Tradesperson - Groups A, B and C

C 8 Engineering Tradesperson - Special Class Level I -

A	Electrician - Special Class
	Mechanical Tradesperson - Special Class
	Instrument Tradesperson - Complex Systems
B	Pattern Maker
	Tool Maker
	Scientific Instrument Maker and Repairer
	District Electrical Technician

C 9 Engineering Tradesperson - Level II -

Tradesperson with marking off responsibilities

Welder - Special Class

C10 Engineering Tradesperson - Level II -

Automotive Electrical Fitter

Blacksmith

Brass Finisher

Driller using Asquith or Tullis radial drills

Driller using borer or cutter bar

Electrical Fitter and/or Armature Winder

Electrical Installer

First Class Machinist

Fitter

Installer - low voltage equipment

Linesperson - Grade 1

Motor Mechanic

Moulder

Plant Mechanic

Radio and Television Serviceperson

Refrigeration Fitter

Turner and/or Iron Machinist

Welder - First Class

C11 Engineering Employee - Level IV -

A	Certified Rigger and Splicer or Scaffolder on ships and buildings
	Linesperson - Grade 2
B	Rigger and Splicer or Scaffolder, other than certificated, on ships and buildings
	Tool and Material Storeperson (Education Department)
C.	Certified Electrical Overhead Crane Driver
	Cycle (Other than Motor) Mechanic
	Driller using Swift Machine
	Furnaceperson (Iron)
	Rigger and Splicer or Scaffolder (Other than on ships and buildings)
	Tool and Material Storeperson (Education Department)
D.	Furnaceperson (Brass)
	Tool Storeperson
	Tool and Material Storeperson (Education Department)

C12 Engineering Employee - Level III -

Annealing Stove Attendant

Bolt Machinist

Casting Dresser

Crane Attendant

Cycle (Other than Motor) Mechanic's Assistant

Driller

Screwer

Shearer

Welder - Second Class

C13 Engineering Employee - Level II -

Furnaceperson's Assistant

Process Worker

Shot Blast/Sand Dresser

Trades Assistant

Welder - Fourth Class

C14 Engineering Employee - Level I -

Labourer

(7) Casual Employees

An employee who is engaged to work for less than five consecutive days shall be paid 20% of the ordinary rate in addition to the ordinary rate for the class of work performed.

(8) (a) Leading Hands

A tradesperson placed in charge of three or more other employees shall, in addition to the ordinary rate, be paid per week:

	$
If placed in charge of not less than three and not more than 10 other employees	41.20
If placed in charge of more than 10 and not more than 20 other employees	63.10
If placed in charge of more than 20 other employees	80.70

(b) Any tradesperson moulder employed in a foundry where no other jobbing moulder is employed shall be paid at the rate prescribed for leading hands in charge of not less than three and not more than 10 other employees.

(c) A Certificated Rigger or Scaffolder on ships and buildings, other than a Leading Hand, who, in compliance with the provisions of the Occupational Health, Safety and Welfare Act and Regulations 1988, is responsible for the supervision of not less than three other employees, shall be deemed to be a Leading Hand and be paid at the rate prescribed for a Leading Hand in charge of not less than three and not more than ten other employees.

(d) In addition to any rates to which an employee may be entitled under this clause a Mechanic-in-Charge, employed by the Department of Conservation and Land Management in the following towns, shall be paid per week -

	$
Manjimup, Collie	100.60
Harvey, Dwellingup, Mundaring, Yanchep	50.10
Ludlow, Nannup, Margaret River, Kirup, Walpole, Pemberton	25.30
Jarrahdale	25.30

(9) Apprentices

(a) The weekly wage rate shall be a percentage, as hereunder, 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
	Next Following Year	75

	Final Year	88
Three Year Term -		
	First Year	55
	Second Year	75
	Third Year	88

(b) For the purposes of this subclause, "Tradesperson's Rate" means the rate of pay prescribed for an employee classified as Engineering Tradesperson Level 1 in subclause (2) hereof.

(10) Construction Allowance

(a) In addition to the appropriate rate of pay prescribed in subclause (1) hereof, an employee shall be paid -

(i) $72.10 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project;

(ii) $64.80 per week if engaged on a multi-storeyed building but only until the exterior walls have been erected, 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 storeyed building” is a building which, when completed will consist of at least five storeys.

(iii) $38.30 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5. – Classification Structure and Definitions of this Award.

(b) Any dispute as to which of the aforesaid allowances applies to particular work shall be determined by the Western Australian Industrial Relations Commission.

(c) Any allowance paid under this subclause includes any allowance otherwise payable under Clause 17. – Special Rates and Provisions of this Award.

(11) Tool Allowance

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

(i) $22.80 per week to such tradesperson; or

(ii) In the case of an apprentice a percentage which appears against the relevant year of apprenticeship in this Schedule,

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

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

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

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

(12) Drilling Allowance

A driller using a Herbert two-spindle sensitive machine to drill to a marked circumference shall be paid an additional $3.79 per hour whilst so engaged.

(13) An engineering employee who is not protected from flying shot and sand by a properly enclosed cabin shall receive a weekly allowance to increase his/her wage to an amount not less than that received by a C11 Engineering Employee - Level IV.

(14) 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.

FIFTH SCHEDULE - BUILDING MANAGEMENT AUTHORITY WAGES AND CONDITIONS

Where there is any inconsistency between this Schedule of the award and all other parts of the award, this Schedule shall apply to the extent of that inconsistency. Where a specific provision is not contained in this Schedule, the award shall apply.

(1) Annual Leave:

The provisions of subclauses (15) and (17) in Clause 23. - Annual Leave of the award shall not apply to Building Management Authority employees.

(2) Training Leave: The provisions of Clause 36. - Training Leave of the award shall not apply to Building Management Authority employees.

(3) Structural Efficiency: The provisions of Clause 37. - Structural Efficiency of the award shall not apply to Building Management Authority employees.

(4) Definitions: The provisions of subclause (2) in Clause 5. - Classification Structure and Definitions of the award shall not apply to Building Management Authority employees. Instead, the provisions contained in the Fourth Schedule - Definitions of Previous Classifications of this award will continue to apply.

(5) Wages:

(a) The wages for Building Management Authority employees from the beginning of the first pay period commencing on or after 1 July 2026 will be as follows:

Classification	On Engagement $	Safety Net Adjustment $	Total Rate Per Week $
Engineering Tradesperson:			
Level 4 - Group A	492.60	718.50	1211.10
Group B	502.30	722.90	1225.20
Group closed	511.70	727.00	1238.70
Level 3A	465.40	706.30	1171.70
Level 3B	457.70	706.10	1163.80

Level 2	442.00	699.10	1141.10
Level 1	436.00	696.60	1132.60
Engineering Employee			
Level 4 - Group A	406.20	678.30	1084.50
Group B	392.70	673.60	1066.30
Group C	384.20	670.70	1054.90
Group D	381.70	669.90	1051.60
Level 3	370.00	665.90	1035.90
Level 2	363.00	663.30	1026.30
Level 1	341.90	656.40	998.30
Classification	After One Year of Service $	Safety Net Adjustment $	Total Rate Per Week
Engineering Tradesperson:			
Level 4 - Group A	498.60	721.00	1219.60
Group B	508.30	725.80	1234.10
Group C	517.70	726.70	1244.40
Level 3A	471.10	709.10	1180.20
Level 3B	462.60	705.40	1168.00
Level 2	447.30	701.60	1148.90
Level 1	441.20	698.70	1139.90
Engineering Employee:			
Level 4 - Group A	411.10	680.20	1091.30
Group B	397.10	675.30	1072.40
Group C	388.20	672.10	1060.30
Group D	383.90	670.70	1054.60
Level 3	374.50	667.60	1042.10
Level 2	367.10	665.00	1032.10
Level 1	346.00	657.50	1003.50
Classification	After Two Years of Service $	Safety Net Adjustment $	Total Rate Per Week $
Engineering Tradesperson:			
Level 4 - Group A	503.60	723.30	1226.90
Group B	513.30	727.70	1241.00
Group C	523.10	732.10	1255.20
Level 3A	475.50	710.80	1186.30
Level 3B	467.30	707.50	1174.80
Level 2	451.50	703.30	1154.80
Level 1	445.60	700.50	1146.10
Engineering Employee			
Level 4 - Group A	415.00	681.40	1096.40
Group B	401.10	676.60	1077.70
Group C	391.90	673.30	1065.20
Group D	386.90	671.60	1058.50
Level 3	378.00	668.60	1046.60
Level 2	370.80	666.20	1037.00
Level 1	349.10	658.70	1007.80

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

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

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

(b) Level Classifications:

(i) **"Engineering Tradesperson - Level 4"** includes the classifications of:

Electronics Tradesperson Groups A, B and C

Instrumentation and Controls Tradesperson Groups A, B and C

(ii) **"Engineering** Tradesperson **- Level 3"** includes the classifications of:

Electrician - Special Class

Mechanical Tradesperson - Special Class

Instrument Tradesperson - Complex Systems

(iii) **"**Engineering **Tradesperson - Level 2"** includes the classifications of:

Tradesperson with marking off responsibilities

Welder - Special Class

Electrician Tradesperson (Building Management Authority) - Licensed and required to person electrical installing and electrical fitting work

(iv) **"**Engineering **Tradesperson - Level 1"** includes the classifications of:

Electrical Fitter and/or Armature Winder

Electrical Installer

First Class Machinist

Fitter

Installer - low voltage equipment

Motor Mechanic

Refrigeration Fitter

Welder - First Class

(v) **"**Engineering **Employee - Level 4"** includes the classifications of:

Certified Rigger and Splicer or Scaffolder on ships and buildings

Tool Storeperson

(vi) **"**Engineering **Employee - Level 3"** includes the classifications of:

Welder - Second Class

(vii) **"**Engineering **Employee - Level 2"** includes the classifications of:

Trades Assistant

Welder - Fourth Class

(viii) **"**Engineering **Tradesperson - Level 1"** includes the classifications of:

Labourer

(c) In addition to the wage rates provided in paragraph (a) hereof, electricians employed by the Building Management Authority will receive an all-purpose payment of $43.10 per week.

(d) In addition to the wage rates prescribed in paragraph (a) hereof, by agreement between the employer, the employee and the Union, evidenced in writing, a Mechanical Fitter and a Refrigeration Mechanic may receive 25% loading in lieu of overtime payments.

(e) Leading hand electricians who are required to perform duties over and above those normally required of leading hands shall be paid an all-purpose allowance of $58.20 per week in addition to the relevant leading hand rate prescribed in subclause (8) of the First Schedule – Wages of this Award.

(6) Conditions:

All other conditions will be in accordance with the award, with the following exceptions arising from Order No. A3 of 1990 -

(a) Spread of Hours

The ordinary working hours shall be in accordance with the following provisions.

(i) Subject to the provisions of this paragraph, the ordinary working hours of employees shall be an average of 38 per week, to be worked as 76 hours over nine days of equal duration per fortnight, exclusive of Saturdays and Sundays, between the hours of 6.00 a.m. and 6.00 p.m.

(ii) Starting or finishing times outside the limit prescribed in sub-paragraph (a) hereof may, in any particular case, be fixed by agreement between the employer and the union or unions concerned.

(b) Rostered Day Off

The 10th day of each work cycle shall be an unpaid day off, which shall be the first or last day of the week and the employer is responsible for the preparation of the roster which will allow one day off in each ten day working cycle. The rosters shall be maintained by the employer and alterations may be made to meet the needs of the employer by agreement between the parties.

(i) By agreement, rosters may be arranged to ensure that workplaces are not subject to a general close-down on any day and, on rostered days off, workplaces are sufficiently staffed to maximise productivity.

(ii) By agreement, during peak periods of work a maximum of three rostered days off may be postponed and accumulated, to be taken during periods of reduced work load, provided that the period of postponement may not exceed three months. The accrued rostered days off will be taken by agreement between the employer and the employee and the employer's consent will not be unreasonably withheld.

(iii) Where an apprentice's unpaid day off falls within a period of block release, an alternative paid day off will be arranged at a time mutually convenient to the employer and the apprentice.

(iv) Higher duties allowance will not be paid on the rostered day off duty.

(c) Re-scheduling of Rostered Days Off

By agreement between the employer and employees concerned, the scheduled unpaid rostered day off falling within a particular work cycle may be altered, in which case -

(i) The original scheduled rostered day off shall be treated as an ordinary working day.

(ii) The re-scheduled rostered day off shall be so arranged to occur within ten working days of the original, in lieu of overtime rates, provided that, in special circumstances, longer periods may be agreed.

(iii) The re-scheduled rostered day off shall be taken on a Monday or Friday, unless another day is agreed in writing between the employer and the employee concerned.

(d) Meal Breaks

(i) There shall be a cessation of work and of working time each day for the purpose of a meal break. Such meal break shall not be less than 30 minutes nor more than one hour and taken as agreed between the employees directly concerned and the appropriate manager.

(ii) Provided that an employee may not be compelled to work beyond five hours without a meal break.

(iii) The normal meal break prescribed by this subclause shall occur between 12.00 noon and 2.00 p.m.

(e) Rest Periods

Subject to the provisions of this paragraph, a rest period of ten minutes, from the time of ceasing to the time of resumption of work, shall be allowed each morning.

(i) The rest period shall be counted as time off duty, without deduction of pay and shall be arranged at a time and in a manner to suit the convenience of the employer.

(ii) Refreshments may be taken by employees during the rest period, but the period of ten minutes shall not be exceeded under any circumstances. The rest period in this paragraph shall be taken between 9.00 a.m. and 11.00 a.m..

(iii) The rest period prescribed herein shall be taken concurrently and not in addition to rest periods contained in any Special Rates provision which may become due at the same time.

(f) Pay Day and Methods

(i) Wages shall be paid fortnightly, by not later than Thursday, into an approved bank, building society account or other approved savings organisation, by electronic funds transfer.

(ii) There will be a holding period for three days, with a commitment to work towards a two day holding period if possible.

(iii) In the event of a public holiday following a pay day, arrangements will be made to have the pay available at the banking institution on Wednesday. The other provisions of this clause shall be adjusted accordingly.

(iv) Arrangements for any employee to leave work early on a pay day to check or access funds will not be available.

(7) Computing Quantities:

An employee, other than a leading hand, who is required to compute or estimate quantities of materials in respect of work performed by others, shall be paid $6.15 per day, or part thereof, in addition to the rates otherwise prescribed in this award.

(8) Travelling Time:

Electricians who operate mobile workshop vans or other such vehicles and are required to take the said vehicle home to facilitate starting and finishing on the job, shall be paid a daily allowance equivalent to 15 minutes additional work, at ordinary time rates, in lieu of the provisions under Clause 19. - Fares and Travelling Allowances of the award.

2026 WAIRC 00605

Enrolled Nurses and Nursing Assistants (Government) Award

15. - 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. - CLASSIFICATION AND WAGES

16.1 Subject to subclause 16.3, 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.

16.2 Subject to subclause 16.3, 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.

16.3 The rates contained in Part B – Expired Industrial Agreement Wages shall only apply to the employees and employers who are respondent to the *WA Health - LHMU - Enrolled Nurses and Assistants in Nursing Industrial Agreement 2007* (AG 15/08), as replaced from time to time.

PART A: WAGES ADJUSTED BY ARBITRATED SAFETY NET ADJUSTMENTS

16.4 The rates of pay in subclause 16.7 include arbitrated safety net adjustments available since December 1993.

16.5 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 subclause 16.7, except where such absorption is contrary to the terms of an industrial agreement.

16.6 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.

16.7 Subject to subclauses 16.1, 16.2 and 16.3, the weekly rate of wage payable to employees covered by this Award will be as follows:

		Base Rate $	Arbitrated Safety Net Adjustments $	Weekly Rate $
(a)	**Enrolled Nurse Level One**			
	1st year of employment	418.80	688.90	1107.70
	2nd year of employment	423.80	691.30	1115.10
	3rd year of employment and thereafter	434.70	695.70	1130.40
(b)	**Enrolled Nurse Level Two**			
	1st year of employment	427.60	692.70	1120.30
	2nd year of employment	432.70	695.00	1127.70
	3rd year of employment and thereafter	443.50	700.00	1143.50
(c)	**Enrolled Nurse Level Three**	456.10	705.40	1161.50
(d)	**Assistant in Nursing**			
	1st year of employment	377.40	668.40	1045.80
	2nd year of employment	387.80	672.10	1059.90
	3rd year of employment and thereafter	398.30	675.70	1074.00

16.8 Assistant in Nursing (under 19 years of age)

The rate shall be a percentage of the total wage prescribed for an Assistant in Nursing in his/her first year of employment in paragraph 16.7(d) per week, as follows:-

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

16.9 Where an Assistant in Nursing undertakes duties other than providing care those duties shall be consistent with the range of duties undertaken by nurses generally in the setting in which the Assistant in Nursing is employed.

16.10 An Assistant in Nursing shall work within the limits of their competency as assessed consistent with nationally recognised training and competency standards applicable to assistants in nursing.

16.11 An Assistant in Nursing shall not be required to provide care other than under the direction of a person registered under the *Health Practitioner Regulation National Law (WA) Act 2010* and where that nurse remains professionally accountable for the care provided.

16.12 An Assistant in Nursing who has completed their first year of service and who is accepted for training as an Enrolled Nurse, will be paid not less than the employee would have received had the employee continued as an Assistant in Nursing.

16.13 An Assistant in Nursing in Training is paid in accordance with subclause 16.7 as an Assistant in Nursing in the first year of employment.

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

(a) "Service" in this context will have the same meaning as it does in the long service leave conditions appropriate to the employee concerned, but confined to named employers party to this Award; except where the employer or the Commission deems it appropriate to include service with hospitals not a party to this Award.

(b) Employees will be paid the rates shown in this clause according to their year of employment calculated in accordance with the provisions of this subclause.

(c) Proof of previous service, if required by the employer, will rest on the employee; provided that production of the statement of employment referred to in subclause 7.7, will be sufficient proof for the purpose of this paragraph**.**

16.15 Re-registration and Length of Service

Notwithstanding the provisions of paragraph 16.14(b), an Enrolled Nurse who successfully completes a re-registration course following a break in service will commence employment on the rate prescribed as follows:

(a) Five year break in service - at third year of employment rate provided that the first and second year of service rates have previously been attained.

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

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

16.16 Enrolled Community School Nurses on Days Not Required to Work

The wage rate for an enrolled community school nurse, where such a nurse is not required by the employer to present for duty on any day when the school is not open, will be calculated as follows:

Weekly wage = the normal rate for an enrolled nurse as prescribed in subclause~~s~~ 16.7 multiplied by 48.5, and divided by 52.166.

2026 WAIRC 00606

Enrolled Nurses and Nursing Assistants (Private) Award No. 8 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.

30. - WAGES

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

	Base Rate $	Arbitrated Safety Net Adjustment $	Minimum Weekly Rate $
(a) Trainee Enrolled Nurse			
1st year of training			998.30
2nd year of training			998.30
(b) Enrolled Nurse Level One			
1st year of employment	419.10	688.90	1108.00
2nd year of employment	424.10	691.30	1115.40
3rd year of employment and thereafter	435.00	695.80	1130.80
(c) Enrolled Nurse Level Two			
1st year of employment	428.20	693.10	1121.30
2nd year of employment	433.30	695.30	1128.60
3rd year of employment and thereafter	444.10	700.00	1144.10
(d) Enrolled Nurse Level Three	456.30	705.60	1161.90
(e) Nursing Assistant (at 19 years of age and over)			
1st year of employment	377.70	668.40	1046.10
2nd year of employment	388.00	672.10	1060.10
3rd year of employment and thereafter	398.50	675.70	1074.20

(f) Nursing Assistant (under 19 years of age) shall be paid a percentage of the total weekly wage prescribed for a Nursing Assistant in their first year of employment in subclause (1)(e) hereof as follows:

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

(g) Provided that an Enrolled Nurse undergoing training in a post basic course approved by the Nurses' Board of W A will be paid the '1st year of employment' rate of wage at the appropriate level during the training period.

(h) Provided further that an Enrolled Nurse (Student) who is 21 years of age or over shall be paid at the rate applicable to a Nursing Assistant (at 19 years of age and over) at the 'first year of employment' rate.

(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) (a) The rate of wage prescribed in subclause (1) of this clause for an enrolled nurse student shall be varied so as to maintain the relationship that exists as at the date of this order with the rates prescribed for a student nurse in his/her first and second years of experience as contained in the Nurses' (Private Hospitals) Award No. 1 of 1966.

(b) No employee, who at the date of this order was in receipt of a rate of wage higher than that prescribed herein for his/her classification of work, shall have that rate reduced by the operation of this clause.

(c) A nursing assistant who has completed his/her first year of employment and who is accepted for training as an enrolled nurse shall be paid not less than he/she would have received had he/she continued as a Nursing Assistant.

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

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

(b) The service referred to in paragraph (a) hereof may be increased by any similar service with hospitals not covered by this award, and in the event of a dispute between an employer and the Union over the inclusion of such service for the purpose of determining the year of employment the dispute may be referred to the Industrial Relations Commission for determination.

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

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

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

(4) Minimum Wage: No employee employed under this award who is 21 years of age or over shall receive less than the minimum wage prescribed from time to time by the Western Australian Industrial Relations Commission.

(5) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.

(6) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

2026 WAIRC 00607

Family Day Care Co-Ordinators' and Assistants' Award, 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.

16. - SALARIES

(1) (a) Resource Employee (Playgroup/Toy library)

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

	$
Step I	1067.00
Step II	1093.10
Step III	1129.00
Step IV	1138.30
Step V	1164.20
Step VI	1181.90
Step VII	1202.70
Step VIII	1223.50

(i) A Resource Employee who is unqualified shall enter the salary scale on Step I and exit at Step IV.

(ii) A Resource Employee who is qualified and with no previous experience in the industry shall enter at Step IV. At the end of 12 months satisfactory performance, this person shall progress to Step VI and subject to subclause (2) exit the salary scale at Step VIII.

(iii) A Resource Employee who is in their first year of experience as a qualified child care employee and has previous experience in the industry, as defined in placitum (iv) of this paragraph, shall enter the salary scale at Step V and exit at Step VIII.

(iv) "Industry" for the purpose of recognising previous experience in placitum (iii) of this paragraph, shall be those sectors of the children's services industry that deals predominantly with the 0-6 year old age group.

(v) For the purpose of this paragraph "previous experience" means one year full-time employment or equivalent.

(b) Special Needs Support Employee

	$
Step I	1138.30
Step II	1164.20
Step III	1181.90
Step IV	1202.70
Step V	1223.50

(i) A Special Needs Support Employee who is unqualified shall enter the salary scale at Step I and exit at Step IV.

(ii) A Special Needs Support Employee who is qualified shall enter the salary scale at Step II and exit at Step V.

(c) Support Employee

	$
Step I	1101.80
Step II	1136.60
Step III	1167.20
Step IV	1194.50
Step V	1203.20
Step VI	1223.50

(i) A Support Employee who is unqualified and undertakes the administration of Child Care Assistance and enrolments shall enter the salary scale at Step I and exit at Step IV.

(ii) A Support Employee who is unqualified and undertakes the administration of Child Care Assistance, enrolments and/or bookkeeping, administration of finances/accounts, shall enter the salary scale at Step II and exit at Step V.

(iii) A Support Employee who holds and is required to use the skills and/or knowledge acquired from an Associate Diploma in Accounting or an equivalent qualification shall enter the salary scale at Step III and exit at Step VI.

(d) Assistant Co-ordinator (Field)

	$
Step I	1181.90
Step II	1213.70
Step III	1243.80
Step IV	1280.40
Step V	1315.50
Step VI	1350.20
Step VII	1385.20
Step VIII	1401.50
Step IX	1446.70

(i) An Assistant Co-ordinator who is unqualified shall enter the salary scale at Step I and exit at Step IV.

(ii) An Assistant Co-ordinator who is two year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step II and exit at Step VI.

(iii) An Assistant Co-ordinator who is three year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step III and exit at Step VII.

(iv) An Assistant Co-ordinator who is four year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step V and exit at Step IX.

(e) Scheme Co-ordinator

	$
Step I	1360.20
Step II	1401.50
Step III	1446.70
Step IV	1483.60
Step V	1504.80
Step VI	1560.00

Step VII 1601.10

(i) A Scheme Co-ordinator shall be graded in accordance with subclause (5) (c) of clause 17. Classification Definitions and Skill Descriptors.

(ii) A Scheme Co-ordinator Grade One as defined in subclause (5) (c) (i) of clause 17. Classification Definitions and Skill Descriptors, shall progress through the salary scale as follows subject to subclause (2) of this clause:

a Scheme Co-ordinator with 2 or 3 year training, as defined in subclause (4) of this clause, shall enter at Step I and exit at Step IV.

a Scheme Co-ordinator with 4 year training, as defined in subclause (4) of this clause, shall enter at Step III and exit at Step VI.

(iii) A Scheme Co-ordinator Grade Two, as defined in subclause (5)(c)(ii) of clause 17. Classification Definitions and Skill Descriptors, shall progress through the salary scale as follows subject to subclause (2) of this clause:

a Scheme Co-ordinator with 2 or 3 year training, as defined in subclause (4) of this clause, shall enter at Step III and exit at Step VI.

a Scheme Co-ordinator with 4 year training, as defined in subclause (4) of this clause, shall enter at Step IV and exit at Step VII.

(2) Progression from Step to Step for all classifications will be contingent upon:

(a) 12 months service at each Step; and

(b) satisfactory performance at each Step.

(3) The employee and managing body of the Scheme shall be at liberty to negotiate and set a higher rate of salary, bearing in mind the duties and responsibilities or previous experience of the employee. Any agreement to select a higher rate shall be reduced in writing and shall entitle that employee, whilst employed at the Scheme, to the agreed salary level as if this award had expressly provided such an entitlement. Any such agreement may be rescinded only by mutual consent.

(4) "Two year, three year or four year trained status" refers to a tertiary or post secondary qualification in early childhood care or education, which is recognised by the Child Care Services Board, or the Australian Early Childhood Association, to be relevant and applicable for use as a family day care scheme employee.

(5) Where an employee is appointed to act as a Scheme Co-ordinator for more than four days, they shall be paid for the whole of that period as a Scheme Co-ordinator according to their level of qualification or a loading of 10% in addition to their normal salary whichever is greater.

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

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

(8) Any employer who experiences financial hardship as a result of the implementation of the Minimum Rates Adjustments may apply to the Western Australian Industrial Relations Commission for orders regarding the timing of backpayments.

(9) 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 00608

Farm 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.

8. – WAGES

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

(1) Adult Employees:

		TOTAL $
Farm Hand		
(a)	With less than twelve months experience in the industry	26.27
(b)	With twelve months experience in the industry	26.27
(c)	General Farm Hand	26.27
(d)	Tradesperson	26.27

(2) Junior Employees - other than Apprentices:

	Percentage of the rate for a Farm Hand with less than twelve months experience
15 years of age	45%
16 years of age	50%
17 years of age	60%
18 years of age	70%
19 years of age	80%
20 years of age	90%

(3) Casual Employees:

A casual employee shall be paid 20 % in addition to the rates prescribed.

(4) Apprentices:

Percentage of weekly rate of wage for a Tradesperson

First year of service 47.5%

Second year of service 71.0%

Third year of service 90.3%

Note: Clause 1B(10) provides for minimum rates of pay for adult apprentices aged 21 years or more.

9. – TRAINEES

(1) Scope

Subject to subclause (2), this clause applies to persons:

(a) who are undertaking a traineeship;

(b) who are employed by an employer bound by this award; and

(c) whose employment is covered by this award.

(2) Training Conditions

(a) A traineeship will not commence until the relevant training contract:

(i) has been signed by the employer and the trainee (or the trainee's parent or guardian where applicable); and

(ii) lodged for registration with the state training authority.

(b) The trainee will attend an approved training course or training programme prescribed in the training plan.

(c) The employer will provide a level of supervision and training in accordance with the training plan during the traineeship period.

(d) The employer will permit the trainee to attend the training course or programme provided for in the training plan.

(e) The overall training programme will be monitored by officers of the state training authority and training records or work books may be utilised as part of this monitoring process.

(3) Employment Conditions

(a) A trainee may be engaged for the nominal term applicable to the traineeship, as detailed in the training contract. A trainee may be subject to a satisfactory probation period as detailed in the training contract.

(b) The parties to a training contract may, by agreement in writing, vary the duration of the traineeship and the extent of approved training, provided that any agreement to vary is approved by the state training authority.

(c) An employer must not terminate the employment of a trainee unless:

(i) the trainee has consented to the termination; or

(ii) approval has been obtained from the relevant state training authority.

(d) If the employer terminates the employment of a trainee by consent, the employer must provide written notice to the relevant state training authority.

(e) An employer who chooses not to continue the employment of a trainee upon the completion of the traineeship must notify, in writing, the state training authority of its decision.

(f) The trainee is permitted to be absent from work without loss of wages to attend training in accordance with the training plan.

(g) Where the employment of a trainee by an employer is continued after the completion of the traineeship, the traineeship period will count as service the purposes of this award and any other legislative entitlements.

(h) All other terms and conditions of this award, other than those provided for under this clause, will apply to a trainee.

(i) A trainee who fails to either complete the traineeship, or who cannot for any reason be placed in employment with the employer on successful completion of the traineeship, will not be entitled to any severance payments payable pursuant to termination, change and redundancy provisions.

(j) At the conclusion of the traineeship this clause ceases to apply to the employment of the trainee and the award will apply to the former trainee.

(4) Wages

The minimum weekly wages payable to trainees are as provided below. These wage rates will only apply to trainees while they are undertaking an approved traineeship which includes approved training.

(a) Skill Level A:

Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level A.

HIGHEST YEAR OF SCHOOLING

School Leaver	Year 10	Year 11	Year 12
	$	$	$
School leaver	338.00	402.00	493.00
Plus 1 year out of school	402.00	493.00	571.00
Plus 2 years out of school	493.00	571.00	670.00
Plus 3 years out of school	571.00	670.00	765.00
Plus 4 years out of school	670.00	765.00	
Plus 5 years or more out of school	765.00		

(b) Skill Level B:

Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level B.

HIGHEST YEAR OF SCHOOLING

School Leaver	Year 10	Year 11	Year 12
	$	$	$
School leaver	338.00	402.00	484.00
Plus 1 year out of school	402.00	484.00	552.00
Plus 2 years out of school	484.00	552.00	649.00
Plus 3 years out of school	552.00	649.00	742.00
Plus 4 years out of school	649.00	742.00	
Plus 5 years or more out of school	742.00		

(c) Skill Level C:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Industry/Skill Level C.

HIGHEST YEAR OF SCHOOLING

School Leaver	Year 10	Year 11	Year 12
	$	$	$
School Leaver	338.00	402.00	482.00
Plus 1 year out of school	402.00	482.00	542.00
Plus 2 years out of school	482.00	542.00	609.00
Plus 3 years out of school	542.00	609.00	683.00
Plus 4 years out of school	609.00	683.00	
Plus 5 years or more out of school	683.00		

(d) Trainees undertaking an AQF IV traineeship must receive the relevant weekly wage rate for AQF III trainees at Skill/Industry Levels A, B and C as applicable with the addition of 3.8% of that wage rate.

(e) For the purposes of this clause "out of school" refers only to periods out of school beyond year 10 and is deemed to:

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

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

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

(iv) have effect on an anniversary date being January 1 in each year.

(f) Part time and School Based Trainees

(i) This subclause shall apply to trainees who undertake a traineeship on a part time basis, or as a School Based trainee, by working less than full time hours and by undertaking the approved training at the same or lesser training time than a full-time trainee.

(ii) School Based Trainees will receive the relevant wage rate at Skill/Industry Levels A, B and C as applicable, as for School Leavers.

(iii) The minimum weekly rate of pay for part time and school based trainees shall be calculated by taking

the full time rates expressed above multiplied by 1.25. This minimum weekly rate of pay for part time and school based trainees is then divided by 38 in accordance with section 10 of the *Minimum Conditions of Employment Act 1993* (WA) to produce a minimum hourly rate of pay.

(5) Industry Skill Levels

The industry skill levels referred to in subclause (4) are those described in the General Order made by the Commission from time to time setting the minimum rates of pay for apprentices for the purposes of the *Minimum Conditions of Employment Act 1993* (WA) pursuant to section 50A of the Act.

2026 WAIRC 00609

Fast Food Outlets 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

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

(1) Classifications (total wage per week):

	Effective from the beginning of the first pay period commencing on or after 1 July 2026
	$
Qualified Cook	1127.20
Cook Employed Alone	1091.60
Other Cooks	1086.00
Bar Attendant	1090.80
Head Waiter/Waitress	1122.90
Waiter/Waitress	1078.40
Cashier	1090.80
Counterhand	1078.60
Cleaner	1073.10
Kitchenhand	1073.30
Laundress	1073.30
Yardman	1073.30
General Hand	1073.30

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) Leading Hands -

An employee who is appointed and placed in charge of other employees by the employer shall be paid the following rates in addition to the employee's normal wage per week -

(a)	If placed in charge of less than 6 employees	$9.15
(b)	If placed in charge of 6 to 10 employees	$12.45
(c)	If placed in charge of 11 to 20 employees	$14.70
(d)	If placed in charge of more than 20 employees	$23.70

(3) Subclauses (3) and (4) 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.

(4) 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 00610

Fire Brigade Employees (Workshops) Award 1983

19. - WAGES

(1) Subject to this clause, an adult employee in the classification specified in the table set out in subclause (2) hereof (other than an apprentice) shall be paid at the respective total wage rate per week assigned to that class of work.

An employee's total rate of pay is inclusive of the award rate, Arbitrated Safety Net Adjustment/s and additional payment, where applicable.

The all-purpose rate for this award shall be 1/38th of the total rate prescribed herein plus any allowances specified in this award as being all purpose.

(2) (a)

Classification	Award Rate $	Safety Net Adjustments $	Additional Payment $	Years of Service $	Total Wage Per Week $
Engineering Tradesperson -					
C8 Level 3	458.89	758.91	118.70	(1-2)	1336.50
		768.21	139.30	(3-8)	1366.40
		777.31	166.80	(over 8)	1403.00
Engineering Tradesperson -					
C9 Level 2	437.98	731.52	77.30	(1)	1246.80
C10 Level 3	407.00	716.50	81.10	(1)	1204.60
Engineering Employee -					
C11 Level 4	385.40	696.70	57.70	(1)	1139.80
C12 Level 3	364.59	671.51	21.50	(1)	1057.60

(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.

(3) Levels Classifications - For the purposes of this clause, existing classifications translate to the new classification structure in subclause (2) of this clause as follows:

Engineering Tradespersons -	
C8 Level 3	Senior Technician
	Brigade Electrician
C9 Level 2	Technician Grade I and II
C10 Level 1	Technician Grade III
Engineering Employee -	
C11 Level 4	Technician's Assistant Grade I
C12 Level 3	Technician's Assistant Grade II

(4) A tradesperson placed in charge of three or more other employees, in addition to the ordinary rate, shall be paid per week -

(a)	If placed in charge of not less than three and not more than 10 other employees	$26.00
(b)	If placed in charge of more than 10 and not more than 19 other employees	$40.00
(c)	If placed in charge of more than 20 other employees	$51.30

(5) (a) The employer shall pay employees an allowance for service of:

$8.00 in the second year of service.

$16.00 in the third and subsequent years of service.

(b) This allowance shall be paid as “all purpose”.

(6) (a) Where the employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of:

(i) $14.40 per week to such tradesperson; or

(ii) in the case of an apprentice a percentage of $14.40, being the percentage which appears against the relevant year of apprenticeship.

For the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.

(b) Any tool allowance paid pursuant to paragraph (a) hereof will be included in, and form part of, the all purpose 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 an apprentice shall replace or pay for any tools supplied by the employer, if lost through the negligence of such employee.

(7) Liberty to Apply

Leave is reserved to Respondents to the award to apply to vary this clause consequent upon the outcome of the 1989/90 paid rates review conducted by the Australian Industrial Relations Commission.

(8)

(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 00611

Fire Brigade Employees' Award, 1990, No. A 28 of 1989

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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) The base rate per week for shiftwork staff will be as follows:

Classification	Base Rate per Week
Trainee Firefighter	1045.60
3rd Class Firefighter	1095.30
2nd Class Firefighter	1114.00
1st Class Firefighter - Level 1	1147.20
- Level 2	1167.20
- Level 3	1230.50

Senior Firefighter	1263.60
Station Officer - Level 1	1363.10
- Level 2	1396.20
District Officer	1556.80
Superintendent	1635.10
Communication Systems Officer – level 1	1096.10
Communication Systems Officer – level 2	1137.80
Communication Systems Officer – level 3	1173.50
Communication Systems Officer – level 4	1209.00

(2) The total weekly rate for employees specified in subclause (1) will be calculated by the sum of the base rate and 39.8% of that base rate of pay in lieu of all loadings and penalties accumulated as a consequence of working shift work as detailed in clauses 8 – Hours of Duty and 34 - Formula for Calculation of Penalties.

(3) The rate of pay per week for fire safety assistants will be:

Fire Safety Assistants	
Grade 1	1167.20
Grade 2	1232.60
Grade 3	1336.90
Grade 4	1381.20
Fire Safety Assistant (O'Connor Workshop)	
Grade 1	1167.20
Grade 2	1232.60

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

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

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

2026 WAIRC 00612

Food Industry (Food Manufacturing or Processing) 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.

30. - TRAINEESHIPS

(7) Wages

(a) (i) The minimum rates of wages payable weekly to trainees are as provided in subparagraph (iv) of this subclause.

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

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

(iv) Skill Level B:

Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level B.

HIGHEST YEAR OF SCHOOLING COMPLETED

School Leaver	Year 10 and below	Year 11	Year 12
	$	$	$
	356.00	425.00	493.00
plus 1 year out of school	425.00	493.00	597.00
plus 2 year out of school	493.00	597.00	666.00
plus 3 year out of school	597.00	666.00	757.00
plus 4 year out of school	666.00	757.00	
plus 5 years/more	757.00		

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%.

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

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received

by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

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

(b) The skill level of approved Traineeships in the food industries has been agreed to be Skill Level B.

(c) For the purposes of this provisions, "out of school" shall refer only to periods out of school beyond Year 10, (or below) and shall be deemed to:

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

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

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

(iv) Have effect on an anniversary date being January 1 in each year.

(d) At the conclusion of the Traineeship, this clause ceases to apply to the employment of the Trainee and the award shall apply to the former trainee.

31. - WAGES

The following shall be the minimum weekly rate of wage payable to employees covered by this award from the beginning of the first pay period commencing on or after 1 July 2026.

(1) Section One to Six as Defined:

		TOTAL Rate Per Week$
Level 1	78%	998.30
Level 1A	80%	998.30
Level 2	82%	998.30
Level 3	87.4%	1028.50
Level 4	92.4%	1056.80
Level 5	100%	1105.20

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) Junior Employees:

(Percentage of adult rate of Level 1)	%
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	100

(3) Leading Hands

	Per Week Extra $
A Leading Hand In-Charge of:	
a) Less than three other employees	16.00
b) Not less than three and not more than ten other employees	31.50
c) Not more than ten other employees	46.30

33. - SUPPORTED WAGES EMPLOYEES

(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 current 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 Section 12A of the Act, or if a part only 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 (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%

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

* 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, 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 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.

2026 WAIRC 00613

Foremen (Building Trades) Award 1991

6. - MINIMUM RATES

(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) Each foreman shall be classified by his/her employer within the range prescribed hereunder and be paid not less than the rate for that classification.

(2) (a) Subject to the provisions of subclause (3) of this clause, a foreman may be reclassified at any time. In the event of any dispute between an employer and the appropriate union as to the classification of any foreman employed by that employer, the matter may be referred to the Board of Reference for determination.

CLASSIFICATION RANGE * $	A.S.N.A. $	TOTAL WAGE $
514.90	725.50	1240.40
535.00	737.20	1272.20
555.20	746.30	1301.50
575.30	755.00	1330.30
595.50	763.80	1359.30
615.70	772.80	1388.50
635.90	779.00	1414.90

* Note - inclusive of an Industry Allowance of $15.90.

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

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

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

(3) Where the classification of a foreman has been fixed by the Board of Reference, that classification shall not be reduced by the employer except after the expiry of fourteen days' notice of the proposed reduction and the reason therefor has been given in writing to the appropriate union.

(4) The provisions of this clause do not apply to any foreman if and for as long as he/she is being paid a rate in excess of the maximum rate prescribed.

2026 WAIRC 00614

Fruit and Produce Market Employees Award No. 50 of 1955

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) Adults

	Operative from the beginning of the first pay period commencing on or after 1 July 2026
	$
Storemen	1050.80
Head Storemen	1050.80

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

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

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

(2) Whilst so engaged, casual hands shall be paid the rate of twenty per cent in addition to the rates prescribed herein.

(3) Junior Workers (per cent of rate prescribed for Storeman in (1) hereof):

	Per Week
	%
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

(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 00615

Fruit Growing and Fruit Packing Industry Award - The

7. – 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 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.

(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 a 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.

(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.

24. - WAGES

Adult Workers:

The minimum rate of wages payable to a worker under this award shall be as follows -

		Rate Per Week $Total
(1)	Fruit Packing and Sorting	
	(a) Trainee Packer & Trainee Sorter	1050.80
	(b) Competent Packer (as defined) & Sorter	1050.80
	(c) Shed Hand	1050.80
(2)	Fruit Growing and Picking:	
	(a) Orchard Hand (General)	1050.80
	(b) Orchard Hand (Machine Operator)	1050.80

The following hourly rates shall apply to workers in this section for each hour worked in excess of 40 hours per week and not more than 52 hours per week:

(a)	Orchard Hand (General)	39.41
(b)	Orchard Hand (Machine Operator)	39.41

The following hourly rates shall apply to workers in this section for each hour worked in excess of 52 hours per week:

(a)	Orchard Hand	52.54

(b) Orchard Hand (Machine Operator) 52.54

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

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

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

(3) Junior Workers:

Fruit Packing and Sorting or Fruit Growing and Picking wage per week or per hour as the case may be, expressed as a percentage of the appropriate adult classification rate.

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

(4) Casual Workers:

(a) A casual worker shall be paid 20 per cent in addition to the rate prescribed in this clause for work performed.

(b) A "Casual Worker" shall mean a worker who is engaged and paid as such.

(5) For the purpose of this clause.

A "Competent Packer" shall mean a worker who packs 500 bushels of apples per week of 40 hours.

(6) 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 by a full time employee.

(b) Based on the number of hours worked, the conditions for part-time employees shall be directly proportionate to the conditions prescribed for full-time employees.

24A. – 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 00616

Funeral Directors' Assistants' Award No. 18 of 1962

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

	Base Rate Adjustments $	Arbitrated Safety Net Rate $	Minimum Weekly $
Branch Officer:			
First 3 months of employment	379.40	669.30	1048.70
After 3 months of employment	424.90	691.50	1116.40
After 12 months of employment	428.40	693.20	1121.60
After 24 months of employment	432.00	694.80	1126.80
Embalmer:			
First 3 months of employment	372.10	666.60	1038.70
After 3 months of employment	417.60	688.20	1105.80
After 12 months of employment	421.20	690.00	1111.20
After 24 months of employment	424.80	691.50	1116.30
Coffin Maker and/or Coffin Polisher:			
First 3 months of employment	368.10	665.30	1033.40
After 3 months of employment	413.50	680.70	1094.20
After 12 months of employment	417.10	684.80	1101.90
After 24 months of employment	420.70	689.70	1110.40
General Assistants			
After Hours Attendants:			
First 3 months of employment	349.10	658.70	1007.80
After 3 months of employment	394.50	674.40	1068.90
After 12 months of employment	398.10	675.70	1073.80
After 24 months of employment	401.70	676.70	1078.40

(2) Any employee in the Head Office who arranges and attends to funeral business shall be paid the rate prescribed for a Branch Officer while employed on such work.

(3) Leading Hands: Any employee placed by the employer in charge of three or more other employees shall be paid $26.00 per week in addition to the amounts prescribed in this clause.

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

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

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

2026 WAIRC 00617

Furniture Trades Industry Award

8. - WAGES

(2) Wages

The minimum rate of wage for employees covered by this award shall be:

		Total Minimum Rate$
(a)	Furniture Making Employee - Group 1	998.30
	Furniture Making Employee - Group 2	998.30
	Furniture Making Employee - Group 3	1028.50
	Furniture Making Employee - Group 4	1056.80
	Furniture Making Employee - Group 5	1105.20
	Furniture Making Employee - Group 6	1135.50
	Furniture Making Employee - Group 7	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) Tool Allowance

Where the employer does not provide a cabinetmaker with the tools ordinarily required by a cabinetmaker in the performance of his or her work of cabinetmaking, the employer shall pay a tool allowance of $12.30 per week.

The tool allowance for cabinetmaking apprentices shall be subject to the provisions hereof and, where applicable, paid at the rate prescribed by subclause (3) of Clause 34. - Apprentices.

(4) Apprentices

(a) The minimum rate of pay per week for an apprentice shall be the percentage shown in paragraph (b) herein of the total rate of pay for a Furniture Making Employee Group 5. (Rates for adult apprentices cannot be less than the rates set out in subclause (6) Minimum Adult Award Wage paragraph (9) of this Clause).

(b) Percentages:

		%
(i)	Four Year Term -	
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
(ii)	Three and a Half Year Term -	
	First six months	42
	Next year	55
	Next following year	75
	Final year	88
(iii)	Three Year Term -	
	Apprentices who have completed 12 months full time training -	
	First year	55
	Second year	75
	Third year	88
(iv)	Three Year Term -	
	First year	42
	Second year	55
	Third year	88

(5) Junior Employees

(a) The minimum rate of pay per week for a junior employee shall be the percentages shown in paragraph (b) herein, of the total rate of pay for a Furniture Making Employee Group 2, but in any event shall not be less than that provided in the Minimum Conditions of Employment Act.

(b) Percentages	%
Under 16 years	38
Between 16 and 17 years	46
Between 17 and 18 years	53
Between 18 and 19 years	73
Between 19 and 20 years	80

Between 20 and 21 years	85

Liberty to amend this clause is reserved.

(6) Minimum Adult Award Wage

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

(b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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 III - NATIONAL TRAINING WAGE

9 . - WAGES

(a) (i) The weekly wages payable to Trainees are as provided in paragraph (iv), (v), (vi) of this sub-clause.

(ii) These wage rates will only apply to Trainees while they are undertaking an approved traineeship which includes

approved training as defined in this Appendix.

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

(iv) 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 Skill Level A.

	Highest Year of Schooling Completed		
School Leaver	**Year 10 and below**	**Year 11**	**Year 12**
	$	$	$
	301.00 (50%)* 352.00 (33%)	372.00 (33%) 419.00 (25%)	510.00
plus 1 year out of school	419.00	510.00	596.00
plus 2 years	510.00	596.00	694.00
plus 3 years	596.00	694.00	790.00
plus 4 years	694.00	790.00	
plus 5 years or more	790.00		

(v) 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 Skill Level B.

	Highest Year of Schooling Completed		
School Leaver	**Year 10 and below**	**Year 11**	**Year 12**
	$	$	$
	301.00 (50%)* 352.00 (33%)	372.00 (33%) 419.00 (25%)	502.00
plus 1 year out of school	419.00	502.00	574.00
plus 2 years	502.00	574.00	675.00
plus 3 years	574.00	675.00	767.00
plus 4 years	675.00	767.00	
plus 5 years or more	767.00		

(vi) Skill Level C Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

	Highest Year of Schooling Completed		
School Leaver	**Year 10 and below**	**Year 11**	**Year 12**
	$	$	$
	301.00(50%)* 352.00 (33%)	372.00 (33%) 419.00 (25%)	502.00
plus 1 year out of school	419.00	502.00	568.00
plus 2 years	502.00	568.00	639.00
plus 3 years	568.00	639.00	708.00
plus 4 years	639.00	708.00	
plus 5 years or more	708.00		

(vii)

Year of Schooling

	Year 11 or lower	**Year 12**
	$	$
School Based Traineeship Skill Levels A, B and C	425.00	459.00

* 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 percent.

(viii) 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 00618

Gardeners (Government) 1986 Award No. 16 of 1983

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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. - WAGES

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

PART A - ALL EMPLOYEES EXCEPT THOSE EMPLOYED BY THE MINISTRY OF EDUCATION

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
(a) Level One			
Comprehends the following classes of work			
Gardener/Ground Attendant (Grade 2)			
Labourer (Maintenance and General)			
Mower Operator (Walk Mower)			
1st year of employment	372.70	666.80	1039.50
2nd year of employment	376.50	668.10	1044.60
3rd year of employment and thereafter	380.60	669.50	1050.10
Level Two			
Comprehends the following classes of work			
Assistant on Rubbish Vehicle			
Gardener/Ground Attendant (Grade 1)			
1st year of employment	377.30	668.40	1045.70
2nd year of employment	381.30	669.70	1051.00
3rd year of employment and thereafter	385.10	671.00	1056.10
Level Three			
Comprehends the following classes of work			
Concrete Finisher, Slab and Kerb Layer			
Machinery Operators			
Rotary Hoe (not attached to tractor)			
Tractor Pneumatic Tyred			
Class I (without power - operated attachments)			
Maintenance Attendant			
Power-operated Portable Saw			
1st year of employment	388.10	672.10	1060.20
2nd year of employment	391.90	673.30	1065.20
3rd year of employment and thereafter	395.80	674.60	1070.40
Level Four			
Comprehends the following classes of work			
Assistant Mechanical Maintenance Attendant			
Machinery Operators			
Power Roller			
Tractor (Pneumatic Tyred) (with power-operated attachments Classes 1 - 5)			
Tractor (Pneumatic Tyred) (without power-operated attachments Classes 2 - 5)			
Motor Vehicle Driver (less than 1.2 tonnes)			
Mower Operator			
Rider Mower			
Walk Mower (In Charge of Vehicle) Grades 1 and 2			
Senior Gardener/Ground Attendant			
Senior Maintenance Attendant			
1st year of employment	399.60	676.10	1075.70

2nd year of employment	403.70	677.70	1081.40
3rd year of employment and thereafter	407.30	678.90	1086.20
Level Five			
Comprehends the following classes of work			
(i) Machinery Operator			
Tractor (Pneumatic Tyred with power-operated attachments Class 6 and up to 230 hp)			
Motor Vehicle Driver (over 1.2 tonnes and below 3 tonnes) Tractor Mower Operator			
1st year of employment	402.20	677.00	1079.20
2nd year of employment	406.00	678.30	1084.30
3rd year of employment and thereafter	409.50	679.50	1089.00
(ii) Motor Vehicle Driver (over 3 tonnes and less than 6 tonnes) Rider Mower (In charge of Vehicle)			
1st year of employment	406.90	678.70	1085.60
2nd year of employment	410.80	680.00	1090.80
3rd year of employment and thereafter	414.40	681.40	1095.80
Level Six			
Comprehends the following classes of work			
Tradesperson Gardener			
1st year of employment	417.80	688.60	1106.40
2nd year of employment	423.00	690.60	1113.60
3rd year of employment and thereafter	427.20	692.60	1119.80
Level Seven			
Comprehends the following classes of work			
Horticulturist (Certificated)			
Senior Mower Operator (BMA)			
1st year of employment	436.40	696.70	1133.10
2nd year of employment	440.50	698.30	1138.80
3rd year of employment and thereafter	444.50	700.20	1144.70
Level Eight			
Comprehends the following classes of work			
Foreperson Grade 2			
1st year of employment	466.90	707.30	1174.20
2nd year of employment	472.00	709.40	1181.40
3rd year of employment and thereafter	476.50	711.60	1188.10
Level Nine			
Comprehends the following classes of work			
Estate Foreperson (Homeswest)			
Foreperson Grade 1			
1st year of employment	495.70	719.80	1215.50
2nd year of employment	500.80	722.40	1223.20
3rd year of employment and thereafter	505.30	724.30	1229.60

(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.

PART B - ALL EMPLOYEES EMPLOYED BY THE MINISTRY OF EDUCATION

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
(c) Level One			
Nil			
Level Two			
Assistant Gardener/Handyperson			
1st year of employment	380.30	669.30	1049.60
2nd year of employment	383.60	670.50	1054.10
3rd year of employment and thereafter	386.70	671.60	1058.30
Level Three			
Gardener/Handyperson			
Gardener/Pool Maintenance Officer			
1st year of employment	387.10	671.60	1058.70
2nd year of employment	391.10	673.20	1064.30

3rd year of employment and thereafter	395.30	674.50	1069.80
Level Four			
Gardener/Ride on Mower Operator/ Handyperson			
1st year of employment	396.40	675.10	1071.50
2nd year of employment	400.00	676.30	1076.30
3rd year of employment and thereafter	404.20	677.80	1082.00
Level Five			
Senior Gardener/Handyperson			
Senior Gardener/Pool Maintenance Officer			
Handyperson (Belmont SHS)			
1st year of employment	408.40	679.10	1087.50
2nd year of employment	412.20	680.60	1092.80
3rd year of employment and thereafter	416.00	684.50	1100.50
Level Six			
Horticulturist (Certificated)			
1st year of employment	439.40	698.20	1137.60
2nd year of employment	444.70	700.20	1144.90
3rd year of employment and thereafter	449.10	702.10	1151.20

(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.

PART C - ALL EMPLOYEES

(2) Casual Employees

Casual employees shall be paid 20% in addition to the first year rate prescribed for the work performed. Casual employees shall not be engaged on weekends or holidays unless full-time employees are not available.

(3) A Senior Gardener/Ground Attendant who is required to maintain turf wickets, bowling greens or tennis courts shall be paid in addition to the rates prescribed an amount of $8.20 per week. Occasional off-season attention shall not qualify an employee for payment under this subclause.

(4) Where the term "year of employment" is used in this clause, it shall mean all service, irrespective of classification with that employer.

(5) Leading Hands

Leading Hands and Senior Gardener/Ground Attendants if placed in charge of:

(a) five and not more than ten other employees shall be paid $29.10 per week extra;

(b) more than ten but not more than 20 other employees shall be paid $42.60 per week extra;

(c) more than 20 other employees shall be paid $56.50 per week extra.

(6) For the purpose of subclause (1) of this clause, pneumatic tyred tractors up to 230 power take-off horse power, are classified as follows:

Class	Power Take-Off Horse Power
1	up to 15
2	over 15 up to 25
3	over 25 up to 35
4	over 35 up to 45
5	over 45 up to 60
6	over 60 up to 80

Self-propelled rollers are classified by weight complete including maximum ballast. Back Hoe when attached to a tractor shall be considered as power-operated attachment to the tractor.

(7) Apprentices

The weekly wage payable to an apprentice shall be the following percentage of the tradesperson's rate:

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

(b) Three Year Term

First year	55
Second year	75
Third year	88

(8) Trainee Horticulturists

The weekly wage payable to trainee Horticulturists shall be the following percentage of the Certificated Horticulturist's rate:

	%
First year	55
Second year	75
Third year	88

(9) Junior Employees

Junior employees shall be paid the appropriate percentage of the total rate prescribed for Gardener/Ground Attendant Grade 2.

Between 17 and 18 years of age	70
Between 18 and 19 years of age	80
Over 19 years of age, full adult rate	

(10) Toilet Cleaning Allowance (Zoological Gardens)

(a) Employees of the Zoological Gardens Board covered by this award who are required to clean public toilets shall be paid 90 cents per closet, per week.

(b) For the purposes of this subclause one metre of urinal shall count as one closet and three urinal stalls shall count as one closet.

(c) All such employees shall be supplied with rubber gloves on request.

2026 WAIRC 00619

Gate, Fence and Frames Manufacturing Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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.

FIRST SCHEDULE - WAGES

(1) (a) Adult Employees:

	Rate Per Week	Supplementary Payment	Safety Net Adjustment Payment	Total Rate Per week
Machinist (Wire) “A”	333.30	23.30	661.30	1017.90
Machinist (Wire) “B”	320.70	18.60	659.00	998.30
Machinist (Wire) Assistant	314.30	17.50	666.50	998.30
Framer “A”	333.30	23.30	661.30	1017.90
Framer “B”	310.40	17.50	670.40	998.30
Process Employee	310.40	17.50	670.40	998.30
Wirer	310.40	17.50	670.40	998.30
Welder “A”	363.20	34.10	675.30	1072.60
Welder “B”	316.10	18.60	663.60	998.30
Welder “C”	312.00	17.50	668.80	998.30
Painter of Iron Work	319.30	18.60	660.40	998.30
Erector	316.10	18.60	663.60	998.30
Erector’s Assistant	310.40	17.50	670.40	998.30
Tool and Material Storeperson	323.10	20.10	656.50	999.70
Tradesperson	363.20	34.10	675.30	1072.60
Mechanical Tradesperson-Special Class	386.90	39.00	692.00	1117.90

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

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

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

(2) Leading Hand: In addition to the appropriate rate 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 twenty other employees	43.00
(b) If placed in charge of more than ten and not more than twenty other employees	65.90
(c) If placed in charge of more than twenty other employees	85.10

(3) Apprentices:

(a) (Wages per week expressed as a percentage of the "Tradesman'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
Second Six Months	55
Next Year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

(b) For the purpose of subclause (a) of this clause "Tradesman's" rate means the total wage for the classification "tradesman" as set out in subclause (1) of this Schedule.

(4) Junior Employees:

(a) (Wages per week expressed as a percentage of the "Process Employees" rate).

	%
Under 16 years of age	40
16 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age	93

(b) For the purpose of subclause (a) of this clause "Process Employees" rate means the total wage for the classification "Process Employee" as set out in subclause (1) of this Schedule.

(5) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the rate for the calling in which he is employed.

(6) (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 as an apprentice, the employer shall pay a tool allowance of -

(i) $24.00 per week to such tradesperson, or

(ii) In the case of an apprentice a percentage of $24.00 being the percentage which appears against the year of apprenticeship in subclause (a) of subclause (3) of this Schedule.

For the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of their 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 schedule.

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

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

(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 co-operating positively to increase the efficiency, productivity and international competitiveness of the gate, fence and frame manufacturing industry and to enhance the career opportunities and job security of employees in the industry.

(c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union or unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the

employer, employees or union or unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism and procedures.

(d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this award and, subject to Clause 30. - Training of this award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.

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

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

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

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

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

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

(vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this award or a Section 41 Industrial Agreement and take precedence over any provision of this award to the extent of the inconsistency.

(f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 29. - Avoidance of Industrial Disputes of this award.

2026 WAIRC 00620

Golf Link and Bowling Green Employees' Award, 1993

12. – 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 1986 and fulfills 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 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; 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.

27. - WAGES

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

	CLASSIFICATIONS	Total Rate Per Fortnight **$**
(1)	Adult Employees	
	Trainee	1996.60
	Groundsperson Grade 1	1996.60
	Groundsperson Grade 2	1996.60
	Assistant Greenkeeper	2029.20
	Greenkeeper Tradesperson Grade 1	2210.50
	Greenkeeper Tradesperson Grade 2	2238.80

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

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

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

(2) Apprentices (Percentage of Greenkeeper Tradesperson Grade 1)

	%
First Year	42
Second Year	55
Third Year	75
Fourth Year	88

(3) Leading Hands (Greenkeeper Tradesperson)

In addition to the appropriate rate prescribed in subclause (1) of this clause a Leading Hand shall be paid:

		Extra Per Fortnight$
(a)	If placed in charge of up to three other employees including at least one other Greenkeeper	19.90
(b)	If placed in charge of more than three other employees including at least one other Greenkeeper	43.90

(4) Minimum Adult Award Wage

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

(b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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 – MAKE UP OF TOTAL WAGE

This appendix is provided purely for historical reference purposes – refer to Clause 27. – Wages for current wages.

	CLASSIFICATIONS	Base Rate	Arbitrated Safety Net Adjustment	Total Rate
			Per Fortnight	
		$	**$**	**$**
(1)	**Adult Employees**			
	Trainee	650.80	1300.80	1951.60
	Groundsperson Grade 1	654.40	1301.90	1956.30
	Groundsperson Grade 2	661.70	1304.60	1966.30
	Assistant Greenkeeper	708.50	1320.70	2029.20
	Greenkeeper Tradesperson Grade 1	834.40	1376.10	2210.50
	Greenkeeper Tradesperson Grade 2	853.90	1384.90	2238.80

2026 WAIRC 00621

Government Officers (Insurance Commission of Western Australia) 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.

47. - SUPPORTED WAGE

(1) Workers Eligible for a Supported Wage

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 this clause. In the context of this clause, the following definitions will apply:

"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

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. (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).

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

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, which the person is performing according to the following schedule:

Assessed Capacity (clause 51.5)	% 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 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.

(5) Lodgement of Assessment Instruments

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 Commission.

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. 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.

(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

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.

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 employee 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 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).

SCHEDULE A – SALARIES

(1) The annual salaries applicable to employees covered by this Award;

Level	Salary Per Annum **$**	Arbitrated Safety Net Adjustments **$**	Total Salary Per Annum **$**
Level 1			
Under 17 years	11355	17115	28470
17 years	13270	20002	33272
18 years	15480	23333	38813
19 years	17918	27008	44926
20 years	20122	30330	50452
1.1	22104	33317	55421
1.2	22756	33544	56300
1.3	23407	33769	57176
1.4	24054	34354	58408
1.5	24705	34642	59347
1.6	25356	34928	60284
1.7	26105	35108	61213
1.8	26623	35339	61962
1.9	27389	35675	63064
Level 2			
2.1	28306	36081	64387
2.2	29009	36393	65402
2.3	29748	36715	66463
2.4	30529	37061	67590

2.5	31346	37421	68767
Level 3			
3.1	32469	37917	70386
3.2	33344	38304	71648
3.3	34246	38552	72798
3.4	35172	38962	74134
Level 4			
4.1	36442	39520	75962
4.2	37437	39812	77249
4.3	38461	40263	78724
Level 5			
5.1	40433	41133	81566
5.2	41766	41722	83488
5.3	43151	42332	85483
5.4	44588	42968	87556
Level 6			
6.1	46899	43986	90885
6.2	48470	44680	93150
6.3	50096	45401	95497
6.4	51832	46165	97997
Level 7			
7.1	54494	47340	101834
7.2	56336	48153	104489
7.3	58340	49039	107379
Level 8			
8.1	61597	50476	112073
8.2	63930	51506	115436
8.3	66823	52782	119605
Level 9			
9.1	70436	54378	124814
9.2	72877	55455	128332
9.3	75661	56686	132347
Class 1	79871	58545	138416
Class 2	84081	60402	144483
Class 3	88289	62260	150549
Class 4	92499	64117	156616

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

Current junior rate

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

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2026 WAIRC 00622

Government Officers (Social Trainers) Award 1988

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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) The annual salaries applicable to employees covered by this Award.

Level	Salary Per Annum$	Arbitrated Safety Net Adjustments$	Total Salary Per Annum$
Level 1			
Under 17 years	11355	17115	28470
17 years	13270	20002	33272
18 years	15480	23333	38813
19 years	17918	27008	44926
20 years	20122	30330	50452
1.1	22104	33317	55421
1.2	22756	33544	56300
1.3	23407	33769	57176
1.4	24054	34354	58408
1.5	24705	34642	59347
1.6	25356	34928	60284
1.7	26105	35108	61213
1.8	26623	35339	61962
1.9	27389	35675	63064
Level 2			
2.1	28306	36081	64387
2.2	29009	36393	65402
2.3	29748	36715	66463
2.4	30529	37061	67590
2.5	31346	37421	68767

Level 3			
3.1	32469	37917	70386
3.2	33344	38304	71648
3.3	34246	38705	72951
3.4	35172	38962	74134
Level 4			
4.1	36442	39520	75962
4.2	37437	39812	77249
4.3	38461	40263	78724

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

Current Junior Rate Current Level 1.1 Rate x New Level 1.1 Rate = New Junior Rate

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2026 WAIRC 00623

Government Officers Salaries, Allowances and Conditions 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. – SUPPORTED WAGE

(1) Officers 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:

"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 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 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 16.5)	% 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

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.

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 (5) of this clause.

SCHEDULE D – SALARIES

(1) The annual salaries applicable to officers covered by this Award.

Level	Salary Per Annum $	Arbitrated Safety Net Adjustments $	Total Salary Per Annum $
Level 1			
Under 17 years	11355	17115	28470
17 years	13270	20002	33272
18 years	15480	23333	38813
19 years	17918	27008	44926
20 years	20122	30330	50452
1.1	22104	33317	55421
1.2	22756	33544	56300
1.3	23407	33769	57176
1.4	24054	34354	58408
1.5	24705	34642	59347
1.6	25356	34928	60284
1.7	26105	35108	61213
1.8	26623	35339	61962
1.9	27389	35675	63064
Level 2			
2.1	28306	36081	64387
2.2	29009	36393	65402
2.3	29748	36715	66463
2.4	30529	37061	67590
2.5	31346	37421	68767
Level 3			
3.1	32469	37917	70386
3.2	33344	38304	71648
3.3	34246	38552	72798
3.4	35172	38962	74134
Level 4			
4.1	36442	39520	75962
4.2	37437	39812	77249
4.3	38461	40263	78724
Level 5			
5.1	40433	41133	81566

5.2	41766	41722	83488
5.3	43151	42332	85483
5.4	44588	42968	87556
Level 6			
6.1	46899	43986	90885
6.2	48470	44680	93150
6.3	50096	45401	95497
6.4	51832	46165	97997
Level 7			
7.1	54494	47340	101834
7.2	56336	48153	104489
7.3	58340	49039	107379
Level 8			
8.1	61597	50476	112073
8.2	63930	51506	115436
8.3	66823	52782	119605
Level 9			
9.1	70436	54378	124814
9.2	72877	55455	128332
9.3	75661	56686	132347
Class 1	79871	58545	138416
Class 2	84081	60402	144483
Class 3	88289	62260	150549
Class 4	92499	64117	156616

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

$$\frac{\text{Current junior rate}}{\text{Current Level 1.1 rate}} \times \text{New Level 1.1 rate} = \text{New junior rate}$$

SCHEDULE E – SALARIES – SPECIFIED CALLINGS

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

Level	Salary Per Annum$	Arbitrated Safety Net Adjustment$	Total Salary Per Annum$
Level 1			
1.1	28306	36081	64387
1.2	29748	36715	66463
1.3	31346	37421	68767
1.4	33344	38304	71648
1.5	36442	39520	75962
1.6	38461	40263	78724
Level 2			
2.1	40433	41133	81566
2.2	41766	41722	83488
2.3	43151	42332	85483
2.4	44588	42968	87556

Level 3			
3.1	46899	43986	90885
3.2	48470	44680	93150
3.3	50096	45401	95497
3.4	51832	46165	97997
Level 4			
4.1	54494	47340	101834
4.2	56336	48153	104489
4.3	58340	49039	107379
Level 5			
5.1	61597	50476	112073
5.2	63930	51506	115436
5.3	66823	52782	119605
Level 6			
6.1	70436	54378	124814
6.2	72877	55455	128332
6.3	75661	56686	132347
Level 7	79871	58545	138416
Level 8	84081	60402	144483
Level 9	88289	62260	150549
Level 10	92499	64117	156616

SPECIFED CALLING CLASSIFICATION DESCRIPTOR TRANSLATION TABLE

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

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

Level 6.4	Level 3.4
Level 7.1	Level 4.1
Level 7.2	Level 4.2
Level 7.3	Level 4.3
Level 8.1	Level 5.1
Level 8.2	Level 5.2
Level 8.3	Level 5.3
Level 9.1	Level 6.1
Level 9.2	Level 6.2
Level 9.3	Level 6.3
Class 1	Level 7
Class 2	Level 8
Class 3	Level 9
Class 4	Level 10

2026 WAIRC 00624

Hair and Beauty Industry (WA) 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

(10)(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.

(10)(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.

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

(10)(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.

(10)(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.

(10)(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 wage payable for ordinary hours to employees bound by this Award from the beginning of the first pay period commencing on or after 1 July 2026 shall be as follows:

Classification	Weekly Rate ($)	Hourly Rate ($)
Hair and Beauty employee Level 1	1043.70	27.47
Hair and Beauty employee Level 2	1067.60	28.09
Hair and Beauty employee Level 3	1,105.20	29.08
Hair and Beauty employee Level 4	1,125.60	29.62
Hair and Beauty employee Level 5	1,159.50	30.51
Hair and Beauty employee Level 6	1,200.70	31.60

(b) A casual employee is entitled to be paid a 20 per cent loading on the hourly rate for the applicable classification specified in subclause (1)(a) for all hours worked.

(c) In addition to the rates of pay in subclauses (1)(a) and 1(b), an employer must pay an employee the following penalty rates for work performed during ordinary hours:

Time of hours worked	Full time and part time employees	Casual employees
	% of hourly rate	% of hourly rate (inclusive of casual loading)
Saturday – all hours	33%	53%
Easter Saturday – all hours	50%	70%
Sunday – all hours	100%	120%
Rostered day off – all hours	100%	120%
Public holiday – all hours	150%	170%

(2) Apprentices: (Percentage of the appropriate Hair and Beauty employee Level 3 rate of wage per week).

(a) THREE YEAR TERM

	%
First Year	50
Second Year	70
Third Year	85

(b) The hourly rates of pay for school-based apprentices and part-time apprentices shall be in accordance with the "General Order to establish Wage Structures for school-based and part-time apprentices": [2007] WAIRC 00382 (2007) 87 WAIG 735.

(3) Early Finishes

Where a permanent employee is advised that they will be required to work until a specified time, the employee shall be entitled to be paid until that specified time, notwithstanding that the employer may allow the employee to leave early.

(4) Duties

An employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training.

(5) Adult Apprentices

In the case of an apprentice aged 21 years or over, where the rate of wage determined by the application of paragraphs (a) or (b) of subclause (2) is less than the minimum wage for adults as prescribed by the Commission from time to time in General Orders, that minimum wage shall apply in lieu of the rates otherwise applicable by the application of this subclause.

(6) Apprentice Assessment

Notwithstanding that the term of the apprenticeship shall have expired, an employee shall continue to receive the wage payable in the last year of apprenticeship until the employee has been assessed as achieving the necessary trade skills outlined in the Trade Training Schedule and a final Trade Certificate has been issued.

(7) No reduction

Despite the provisions of this award, an existing employee (including a casual employee) as at [insert the relevant date the updated award comes into effect] who continues to be employed with the same employer after that date must not be paid less than they would have been paid for the same work under the provisions of the award as it stood prior to that date.

25. – LOCATION ALLOWANCE

(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

(2) Except as provided in subclause (3) of this clause, an employee who has:

(a) a dependant shall be paid double the allowance prescribed in subclause (1) of this clause;

(b) a partial dependant shall be paid the allowance prescribed in subclause (1) of this clause plus the difference between that rate and the amount such partial dependant is receiving by way of a district or location allowance.

(3) Where an employee:

(a) is provided with board and lodging by their employer, free of charge; or

(b) 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 (1) of this clause.

(4) Subject to subclause (2) of this clause, 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.

(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.

(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.

(7) For the purposes of this clause:

(a) "Dependant" shall mean -

(i) a spouse or defacto partner; or

(ii) 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.

(b) "Partial Dependant" shall mean a "dependant" as prescribed in paragraph (a) of this subclause who receives a location allowance which is less than the location allowance prescribed in subclause (1) of this clause 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.

(8) Where an employee is employed in a town or location not specified in this clause the allowance payable for the purpose of subclause (1) of this clause 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.

(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.

2026 WAIRC 00625

Health Attendants 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

	Base Rate Per Week$	Arbitrated Safety Net Adjustments$	Minimum Weekly Rate$
(1) Adult Employees:			
Instructor/ess Controller	363.30	663.40	1026.70

Instructor/ess	350.70	659.10	1009.80
Masseur/Masseuse	350.70	659.10	1009.80
Health Attendant	337.10	661.20	998.30

(2) Junior Workers (percentage of the "Instructor/ess" wage rate):

	%
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) 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 00626

Health Workers - Community and Child Health Services 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.

19. - WAGES

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

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

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

(2) The weekly rate of wage payable to employees covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder.

Classification	Arbitrated Base Rate Per Week $	Safety Net Adjustments $	Total Rate Per Week $
Level 1 Currently Practising Conditional Aboriginal Health Worker:			
1st year of employment	398.30	675.70	1074.00
2nd year of employment	409.80	679.60	1089.40
3rd year of employment	423.40	690.80	1114.20
Level 2 Qualified Aboriginal Health Worker:			
1st year of employment	437.06	696.94	1134.00
2nd year of employment	447.42	701.58	1149.00
3rd year of employment	457.77	706.23	1164.00
4th year of employment	468.04	707.66	1175.70
Level 3 Senior Aboriginal Health Worker:			
1st year of employment	483.50	714.40	1197.90
2nd year of employment	512.90	727.50	1240.40
3rd year of employment	542.70	740.50	1283.20
4th year of employment	565.50	750.70	1316.20
Level 4 Manager of Aboriginal Health Work:			
1st year of employment	603.84	767.76	1371.60
2nd year of employment	632.59	777.41	1410.00
3rd year of employment	661.35	790.15	1451.50
4th year of employment	699.69	804.21	1503.90
Level 5 State Co-ordinator Aboriginal Health Work:			
1st year of employment	709.27	808.43	1517.70
2nd year of employment	738.03	821.17	1559.20
3rd year of employment	766.78	834.02	1600.80
4th year of employment	805.12	850.58	1655.70
Level 1 Ethnic Health Worker:			
1st year of employment	398.30	675.70	1074.00
2nd year of employment	409.80	679.60	1089.40
3rd year of employment	423.40	690.80	1114.20
4th year of employment	436.11	696.59	1132.70

Level 2 Ethnic Health Worker:			
1st year of employment and thereafter	455.27	704.83	1160.10

The classification prescribed in the relevant minimum rates award on which the rate prescribed for the key classifications* in this award is based, is the wage group C10 in the Metal Trades (General) Award No.13 of 1965.

* Level 2 Aboriginal Health Worker and

Level 2 Ethnic Health Worker

Incremental progression for all Aboriginal and Ethnic Health Workers is subject to satisfactory performance.

2026 WAIRC 00627

Horticultural (Nursery) Industry Award No. 30 of 1980 - The

5. - WAGES

The minimum weekly rate of wages payable to employees under this Award shall be as follows:

(1) Adult Employees

	Rate Per Week $
Trainee	998.30
Horticultural Employee Grade 1	998.30
Horticultural Employee Grade 2	998.30
Horticultural Employee Grade 3	1003.40
Horticultural Tradesperson Grade 1	1079.20
Horticultural Tradesperson Grade 2	1109.80
Horticultural Tradesperson Advanced	1138.60

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 be entitled to the following percentage of the Horticultural Employee Grade 1 rate:

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

(3) Leading Hands

In addition to the appropriate rate prescribed in subclause (1) of this clause, a Leading Hand shall be paid:

		$
(a)	In charge of not less than three employees and not more than 10 other employees	21.50
(b)	In charge of more than 10 and not more than 20 other employees	33.10
(c)	In charge of more than 20 other employees	41.40

(4) Full Time Apprentices

Full Time Apprentices shall be paid the following percentage of the Horticultural Tradesperson Grade 1 rate: (Rates for adult apprentices cannot be less than the rates set out in subclause (5) Minimum Adult Award Wage paragraph (i) of this Clause).

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

(b)	Three Year Term	%
	First year	55
	Second year	75
	Third year	88

(5) Minimum Adult Award Wage

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

(b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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.

18. – 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 which is subject to the provisions of worker's 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 s.10 or s.12A 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 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 per week; or, in the case of paid rates award, the amount payable to the employee during the trial period shall be $113 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.

(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.

APPENDIX 1. – MAKE UP OF TOTAL WAGE

This appendix shows how the total wages in this award are made up detailing both base wage rates and safety net adjustments as well as the total rate published in clause 5. – Wages of this Award.

The minimum weekly rate of wages payable to employees under this award shall be as follows:

(1) Adult Employees

	Base Rate$	Arbitrated Safety Net Adjustments$	Total Rate$ from the beginning of the first pay period commencing on or after 1 July 2026 .
Trainee			998.30
Horticultural Employee Grade 1			998.30
Horticultural Employee Grade 2	346.07	652.23	998.30
Horticultural Employee Grade 3	362.83	640.57	1003.40
Horticultural Tradesperson Grade 1	417.20	662.00	1079.20
Horticultural Tradesperson Grade 2	437.29	672.51	1109.80
Horticultural Tradesperson Advanced	457.28	681.32	1138.60

2026 WAIRC 00628

Hospital Salaried Officers (Dental Therapists) 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.

8. - SALARIES

(1) The following shall be the minimum rates of salary payable to Dental Therapists covered by this Award: -

	CURRENT	ASNA	NEW
1st six months of employment after qualification	23174	33686	56860
2nd six months of employment after qualification	24292	34455	58747
2nd year of employment after qualification	25006	34774	59780
3rd year of employment after qualification	25754	35104	60858
4th year of employment after qualification	26497	35280	61777
5th year of employment after qualification	27264	35617	62881
6th year of employment after qualification	28061	35970	64031
7th year of employment after qualification	28863	36325	65188

(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.

30. - 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) Employee's 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 employee's 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 employee's 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 employee's 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 00629

Hospital Salaried Officers (Nursing Homes) Award 1976

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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 C. - MINIMUM SALARIES

(1) The minimum rates of salaries to be paid to employees covered by this award shall be set out hereunder.

(2) Minimum Salaries:

LEVEL	CURRENT	ASNA	NEW
Level 1 1st year of service	21006	32936	53942
2nd year of service	21396	33072	54468
3rd year of service	21795	33209	55004
Level 2 1st year of service	22117	33322	55439
2nd year of service	22771	33548	56319
3rd year of service	23421	33913	57334
4th year of service	24069	34357	58426
Level 3	24720	34645	59365
	25371	34933	60304
	26120	35114	61234
Level 4	26638	35344	61982
	27403	35681	63084
Level 5	28307	36080	64387
	29010	36392	65402
Level 6	29749	36714	66463

	30928	37235	68163
Level 7	31545	37508	69053
	32470	37916	70386
Level 8	33421	38339	71760
	34772	38780	73552
Level 9	35476	39092	74568
	36443	39519	75962
Level 10	37438	39811	77249
	38462	40262	78724
Level 11	40434	41132	81566
	41898	41777	83675
Level 12	43978	42696	86674
Level 13	45091	43187	88278
	46501	43811	90312
Level 14	47962	44456	92418
Level 15	50097	45400	95497
	51847	46171	98018
A1	54027	47133	101160
2	56202	48092	104294
3	58354	49044	107398
4	60530	50003	110533
5	64189	51621	115810
6	66839	52790	119629
7	69494	53961	123455
8	72493	55283	127776
9	75675	56688	132363

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

(b) Annual increments shall be subject to the employee's satisfactory performance over the preceding twelve months.

(c) Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission for determination.

(d) Employees who are appointed to Level 1, Level 2, or Level 3, and are under 21 years of age, salaries shall be calculated using the following percentages of the first year of service rate for the Level the employee is appointed to:

Under 17 years of age	54%
17 years of age	64%

18 years of age	74%
19 years of age	86%
20 years of age	97%

Notwithstanding this provision, the employer can appoint an employee to the first year of service rate or higher.

(3) Salaries - Specified Callings and Other Professionals

Employees who are employed in the calling of Medical Scientist, Scientific Officer, Dietitian, Occupational Therapist, Physiotherapist, Social Worker, Speech Pathologist, or any other professional calling as agreed between the Union and employer, shall be entitled to Annual Salaries as follows:

LEVEL	CURRENT	ASNA	NEW
Level 5/10	28307	36080	64387
	29749	36714	66463
	31545	37508	69053
	33421	38339	71760
	36443	39519	75962
	38462	40262	78724
Level 11/12	40434	41132	81566
	41898	41777	83675
	43978	42696	86674
Level 13/14	45091	43187	88278
	46501	43811	90312
	47962	44456	92418
Level 15	50097	45400	95497
	51847	46171	98018
A1	54027	47133	101160
2	56202	48092	104294
3	58354	49044	107398
4	60530	50003	110533
5	64189	51621	115810
6	66839	52790	119629
7	69494	53961	123455
8	72493	55283	127776
9	75675	56688	132363

(a) Subject to subclause (c) of this clause, on appointment or promotion to the Level 5/10 under this clause:

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

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

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

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

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

(c) The employer, in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 5/10 for a particular calling/s.

(d) Annual increments shall be subject to the employee's satisfactory performance over the preceding twelve months.

(e) Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission for determination.

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

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

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

2026 WAIRC 00630

Hospital Salaried Officers (Private Hospitals) Award

(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 B

MINIMUM SALARIES

(1) The minimum rates of salaries to be paid to employees covered by this award shall be set out hereunder.

(2) Minimum Salaries:

LEVEL	CURRENT	ASNA	NEW
Level 1 1st year of service	21006	32936	53942
2nd year of service	21396	33072	54468
3rd year of service	21795	33209	55004
Level 2 1st year of service	22117	33322	55439
2nd year of service	22771	33548	56319
3rd year of service	23421	33774	57195
4th year of service	24069	34357	58426
Level 3	24720	34645	59365
	25371	34933	60304
	26120	35114	61234
Level 4	26638	35344	61982
	27403	35681	63084
Level 5	28307	36080	64387
	29010	36392	65402
Level 6	29749	36714	66463
	30928	37235	68163
Level 7	31545	37508	69053
	32470	37916	70386
Level 8	33421	38339	71760
	34772	38780	73552

Level 9	35476	39092	74568
	36443	39519	75962
Level 10	37438	39811	77249
	38462	40262	78724
Level 11	40434	41132	81566
	41898	41777	83675
Level 12	43978	42696	86674
Level 13	45091	43187	88278
	46501	43811	90312
Level 14	47962	44456	92418
Level 15	50097	45400	95497
	51847	46171	98018
A1	54027	47133	101160
2	56202	48092	104294
3	58354	49044	107398
4	60530	50003	110533
5	64189	51621	115810
6	66839	52790	119629
7	69494	53961	123455
8	72493	55283	127776
9	75675	56688	132363

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

(b) Annual increments shall be subject to the employee's satisfactory performance over the preceding twelve months.

(c) Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission for determination.

(d) Employees who are appointed to Level 1, Level 2, or Level 3, and are under 21 years of age, salaries shall be calculated using the following percentages of the first year of service rate for the Level the employee is appointed to:

Under 17 years of age	54%
17 years of age	64%
18 years of age	74%
19 years of age	86%
20 years of age	97%

Notwithstanding this provision, the employer can appoint an employee to the first year of service rate or higher.

(3) Salaries - Specified Callings and Other Professionals

(a) Employees who are employed in the calling of Medical Scientist, Scientific Officer, Dietitian, Occupational

Therapist, Physiotherapist, Social Worker, Speech Pathologist, or any other professional calling as agreed between the Union and employer, shall be entitled to Annual Salaries as follows:

LEVEL	CURRENT	ASNA	NEW
Level 5/10	28307	36080	64387
	29749	36714	66463
	31545	37508	69053
	33421	38339	71760
	36443	39519	75962
	38462	40262	78724
Level 11/12	40434	41132	81566
	41898	41777	83675
	43978	42696	86674
Level 13/14	45091	43187	88278
	46501	43811	90312
	47962	44456	92418
Level 15	50097	45400	95497
	51847	46171	98018
A1	54027	47133	101160
2	56202	48092	104294
3	58354	49044	107398
4	60530	50003	110533
5	64189	51621	115810
6	66839	52790	119629

7	69494	53961	123455
8	72493	55283	127776
9	75675	56688	132363

(b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 5/10 under this clause:

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

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

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

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

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

(d) The employer, in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 5/10 for a particular calling/s.

(e) Annual increments will be subject to the employee's satisfactory performance over the preceding twelve months.

(f) Any dispute in relation to the payment of an annual increment will be referred to the Western Australian Industrial Relations Commission for determination.

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

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

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

2026 WAIRC 00631

Hospital Workers (Cleaning Contractors - Private Hospitals) 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.

32. - 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 Adjustments	Arbitrated Safety Net Rate	Minimum Weekly
	$	$	$
(a) Cleaner:			
1st year of employment	369.80	665.70	1035.50
2nd year of employment	374.30	667.20	1041.50
3rd year of employment and thereafter	378.30	668.70	1047.00
(b) Window Cleaner:			
1st year of employment	378.30	668.70	1047.00
2nd year of employment	382.60	670.30	1052.90
3rd year of employment and thereafter	387.10	671.60	1058.70

(c) Junior Hospital Workers:

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

	%
Under 17 years of age	50

Under 18 years of age	70
Under 19 years of age	80
At 19 years of age	100

(d) Casual Employees shall be paid a loading of 25% over the rates specified.

(2) General Conditions:

(a) Leading Hands: In addition to the rates herein prescribed a leading hand shall be paid per week –

		$
(i)	If placed in charge of not less than three and not more than 10 other workers	20.95
(ii)	If placed in charge of more than 10 and not more than 20 other workers	31.50
(iii)	If placed in charge of more than 20 other workers	42.05

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

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

(c) In determining the year of employment of a worker 19 years of age or over employment while under the age of 19 years shall not be counted in determining the year of employment at or over 19 years of age.

(d) The hourly rate shall be calculated by dividing the weekly rate herein by 40.

(e) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.

(f) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

(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 00632

Hospital Workers (Government) Award No. 21 of 1966

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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.

39. - WAGES

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

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Weekly Rate
	$	$	$
Hospital Worker Level One			
Carpark Attendant			
Cleaner			
Domestic			
Gardener (Other)			
Food Service Attendant			
Kitchen Attendant			
Laboratory Attendant (Grade 1)			
Laundry Worker			
Orderly/Cleaner (Perth Dental Hospital)			
Orderly (Other)			
1st year of employment	369.50	665.50	1035.00
2nd year of employment	374.10	667.20	1041.30
3rd year of employment and thereafter	378.00	668.60	1046.60
Hospital Worker Level Two			
Animal House Attendant (Grade 1)			
Cafeteria Assistant (R.P.H.)			
Canteen Attendant (P.M.H.)			
Dental School Orderly			
Dry Cleaner			

First Laundry person (Country Hospitals - where more than one employed)			
Gardener (only one employed, PDH)			
Gardener and Propagator (Sunset)			
House Parent (Mt Henry, Bunbury, Albany)			
Hygiene Orderly (no driving - RPH)			
Machinist (other including any alterations)			
Orderly (handling patients)			
Senior Gardener (RPH)			
Steward (Sunset, Swanbourne/Graylands)			
Theatre Assistant (1st year R.P.H.)			
Ward Assistant (P.M.H.)			
Washing Machine Hands (including Hydros)			
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
Hospital Worker Level Three			
All Purpose Orderly			
Call Room Orderly (RPH, PMH. Fremantle and SCGH)			
CSSD Assistant (1st year)			
CSSD Orderly (RPH 1st year)			
Farm Assistant (Whitby Falls, Quo Vadis)			
Gardener and Propagator (M.H.S.)			
Gardener Herbicides (M.H.S.)			
Handyperson			
Hydrotherapy Attendant (1st year)			
Machinist (who cuts and fits)			
Menu Assistants			
Shaving Orderly (RPH, Fremantle)			
Theatre Assistant (Thereafter - RPH)			
Theatre Orderly (1st year RPH, SCGH, Osborne Park Hospital and Bicton Annexe)			
Theatre Orderly (Fremantle Hospital, Princess Margaret Hospital, King Edward Memorial Hospital and Perth Dental Hospital)			
Call Room Orderly (KEMH)			
Birth Suite & Theatre Orderly (KEMH)			
1st year of employment	383.40	670.50	1053.90
2nd year of employment	388.00	672.10	1060.10
3rd year of employment and thereafter	392.00	673.30	1065.30
Hospital Worker Level Four			
Cook (other)			
CSSD Assistant (Thereafter)			
CSSD Orderly (Thereafter - RPH)			
Dry Cleaner (Swanbourne, Graylands)			
Hydrotherapy Attendant (Thereafter)			
Hygiene Orderly (Driving - RPH)			
Laboratory Attendant (Grade 2)			
Theatre Orderly (Thereafter - RPH, SCGH, Osborne Park and Bicton Annexe)			
1st year of employment	388.90	672.50	1061.40
2nd year of employment	393.40	674.10	1067.50
3rd year of employment and thereafter	397.10	675.30	1072.40
Hospital Worker Level Five			
Assistant Dining Room Supervisor (RPH)			

Cook (only one employed)			
Driver (less than 3 tonnes)			
Central Linen Room Supervisor (RPH)			
Deputy Head Orderly (other hospitals)			
Domestic Supervisor (Pyrton)			
Head Gardener (Sunset, Manjimup and Narrogin)			
Linen Services Supervisor (Fremantle and KEMH)			
Linen Room Supervisor (Heathcote and Lemnos)			
Linen Supervisor (Perth Dental Hospital)			
Programme Assistants Alcohol and Drug Authority			
Trainee Food Supervisor (RPH)			
Machinist Supervisor (Pyrton)			
Machinist Supervising Patients (Mental Health)			
Storeperson (Grade 1)			
1st year of employment	399.10	677.20	1074.90
2nd year of employment	403.90	678.30	1081.60
3rd year of employment and thereafter	408.30	679.60	1087.40
Hospital Worker Level Six			
Bus Driver (less than 25 passengers)			
Driver (over 3 tonnes)			
Storeperson (Grade 2)			
Hairdresser			
1st year of employment	403.00	677.20	1080.20
2nd year of employment	406.40	678.30	1084.70
3rd year of employment and thereafter	409.80	679.60	1089.40
Hospital Worker Level Seven			
Bus Driver (over 25 Passengers)			
Second Cook (other hospitals)			
Storeperson (Grade 3)			
Transport Officer (RPH)			
1st year of employment	411.90	680.40	1092.30
2nd year of employment	416.80	684.80	1101.60
3rd year of employment and thereafter	421.00	690.00	1111.00
Hospital Worker Level Eight			
Assistant Supervisor Cleaning			
Services (Swanbourne/Graylands)			
Cafeteria Supervisor (PMH)			
Canteen Supervisor (PMH)			
Carpenter (Fremantle, Mental Health)			
Cleaning Services Supervisor (KEMH)			
Deputy Head Orderly (Major Metropolitan Hospitals)			
Head Gardener (Kalgoorlie, Bunbury and Geraldton)			
Head Orderly (Perth Dental Hospital)			
Horticulturist			
Laundry Supervisor (Geraldton)			
Laundry Supervisor (PMH)			
Pantry Supervisor (KEMH)			
Projectionist			
1st year of employment	427.70	692.80	1120.50
2nd year of employment	434.10	695.60	1129.70
3rd year of employment and thereafter	439.80	698.20	1138.00
Hospital Worker Level Nine			
Assistant Housekeeper (Fremantle)			

Bootmaker			
Butcher, where appointed as such			
Cafeteria Supervisor (RPH)			
Cleaning Services Supervisor (Heathcote, Lemnos, Pyrton)			
Deputy Head Orderly (SCGH)			
Dining Room Supervisor (PMH, KEMH and RPH)			
First Butcher			
First Cook (other hospitals)			
Head Orderly (Mt Henry)			
Housekeeper (Country Hospitals - under 20 beds)			
Head Gardener (PMH, Fremantle, SCGH and KEMH)			
Rehabilitation Assistants (ADA)			
Second Cook (RPH, SCGH, Fremantle PMH, KEMH and Graylands)			
Senior Food Service Attendant (Hospitals with less than 100 beds)			
1st year of employment	445.10	700.30	1145.40
2nd year of employment	451.10	703.20	1154.30
3rd year of employment and thereafter	457.00	705.90	1162.90
Hospital Worker Level Ten			
Assistant Housekeeper (SCGH)			
Cleaning Services Supervisor (Port Hedland)			
Head Orderly (KEMH)			
Housekeeper (Mt Henry and Pyrton)			
Housekeeper (Country Hospitals - 20 beds and over)			
Laundry Supervisor (Narrogin)			
Senior Food Service Attendant (Hospitals with 100 or more beds)			
Tradesperson Cook			
1st year of employment	454.80	704.60	1159.40
2nd year of employment	459.10	706.60	1165.70
3rd year of employment and thereafter	462.90	705.40	1168.30
Hospital Worker Level Eleven			
Chef (other hospitals)			
Head Orderly (PMH, Fremantle, Sunset and RPRH)			
Housekeeper (Olive Jones Nurses' Home)			
Housekeeper (Fremantle Hospital)			
Linen Room and Despatch Supervisor (Swanbourne / Graylands)			
Linen Services Supervisor (PMH)			
Linen Supervisor (SCGH)			
1st year of employment	475.30	710.80	1186.10
2nd year of employment	481.50	713.50	1195.00
3rd year of employment and thereafter	487.70	716.50	1204.20
Hospital Worker Level Twelve			
Chef (RPH and MHS)			
1st year of employment	491.90	718.30	1210.20
2nd year of employment	498.20	720.90	1219.10
3rd year of employment and thereafter	504.60	723.90	1228.50
Hospital Worker Level Thirteen			
Head Orderly (SCGH)			
Orderly and Transport Services Co-ordinator			
1st year of employment	516.80	726.30	1243.10
2nd year of employment	523.30	732.10	1255.40
3rd year of employment and thereafter	530.20	735.10	1265.30

(2) Junior Hospital Employees:

The minimum rate of wage payable to junior employees shall be the following percentage of the prescribed wage during

the first year of employment for an adult employee doing the same class of work.

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

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

(3) Telephonists and receptionists (Graylands). The rates payable from time to time to telephonists in the public service shall apply.

(4) General Conditions:

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

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

(i) not less than three and not more than ten other employees shall be paid $28.60 per week in addition to the ordinary wage prescribed by this clause;

(ii) more than 10 and not more than twenty other employees shall be paid $42.50 per week in addition to the ordinary wage prescribed by this clause;

(iii) more than 20 other employees shall be paid $56.80 per week in addition to the ordinary wage prescribed by this clause.

(c) In this clause the term 'year of employment' shall mean year of service with the employing hospital.

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

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

(5) An employee who regularly performs shift or weekend work shall be paid for Accrued Days Off, including shift or weekend penalties, when those days are taken as leave and at the rate which applied when they were accumulated.

(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 00633

Hospital Workers' (N'Gala) Award No. 6A of 1958

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.

32. - WAGES

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

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Weekly Rate $
HOSPITAL WORKER LEVEL 1:			
Comprehends the following classes of work:			
Cleaner			
Domestic			
Gardener (other)			

Ironer and Presser			
Kitchen Assistant			
Laundry Assistant			
Orderly (other)			
Pantry Assistant			
Hotel Services Assistant			
Yard Assistant			
Ward Assistant			
1st year of employment	369.80	665.70	1035.50
2nd year of employment	374.30	667.20	1041.50
3rd year of employment and thereafter	378.30	668.70	1047.00
HOSPITAL WORKER LEVEL 2:			
Comprehends the following classes of work:			
Gardener (only one employed)			
Orderly (handling patients)			
First Laundry Worker (where more than 1 employed)			
Washing Machine Attendant			
1st year of employment	374.90	667.60	1042.50
2nd year of employment	379.80	669.30	1049.10
3rd year of employment and thereafter	384.10	670.70	1054.80
HOSPITAL WORKER LEVEL 3:			

Comprehends the following classes of work:			
Menu Assistants			
Gardener (Herbicide and Propagator)			
1st year of employment	383.80	670.70	1054.50
2nd year of employment	388.20	672.10	1060.30
3rd year of employment and thereafter	392.30	673.40	1065.70
HOSPITAL WORKER LEVEL 4:			
Comprehends the following classes of work:			
Cooks			
1st year of employment	398.80	675.80	1074.60
2nd year of employment	402.50	677.20	1079.70
3rd year of employment and thereafter	406.20	678.30	1084.50
Provided that employees who possess recognised qualification in the trade of cooking shall be paid not less than the following:			
1st year of employment	454.80	704.60	1159.40
2nd year of employment	459.10	706.60	1165.70
3rd year of employment and thereafter	462.90	705.40	1168.30

JUNIOR HOSPITAL EMPLOYEES:

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

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

At 19 years of age	100

(2) GENERAL CONDITIONS:

(a) Where the term "year of employment" is used in this clause, it shall mean all service, irrespective of classification, with that employer.

(b) In determining the year of employment of an employee 19 years of age or over, employment while under the age of 19 years shall not be counted in determining the year of employment at or over 19 years of age.

(c) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.

(d) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

(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 00634

Hotel and Tavern 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.

(3) Service Pay

An employee classified as a Level 1 and who prior to 21 February 2001 was paid 'service pay' under the award shall continue to receive that same 'service pay' amount whilst employed as a Level 1 employee by that employer. The 'service pay' amount shall not be increased or absorbed into other payments at any time.

At any time after July 2003, any party may make an application to remove this sub-clause. Further, the existence of this sub-clause and the payment of the 'service pay' amount does not prejudice any such application.

21A. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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 00635

Independent Schools (Boarding House) Supervisory Staff 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. - SALARIES

(1) The minimum annual salary, according to classification and experience, payable to a supervisor shall be:

(a) Supervisor:

	Total Salary $ per Annum
1st year of experience	53234
2 nd year of experience	54269
3 rd year of experience	55647
4 th year of experience	57028
5 th year of experience	58793
6 th year of experience	60271

(b) Senior Supervisor

	Total Salary $ per Annum
1st year of experience	62337
Thereafter	64555

(c) Relief Supervisor

(i) A relief supervisor shall be paid per rostered shift at a rate calculated at step 6 of paragraph (a) of this subclause, divided by 200.

(ii) A relief houseparent shall be paid per rostered shift at a rate calculated at step 5 of paragraph (a) of this subclause, divided by 200.

(d) Houseparent:

Notwithstanding the provision of paragraph (a) of this subclause, the maximum salary level for this classification shall be that determined as the fifth year of experience.

(e) 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) On appointment as a supervisor at a boarding school, the employer shall, on production of satisfactory evidence by the employee of previous full-time equivalent experience in a similar school position, place that employee on a salary point commensurate with such previous experience.

SCHEDULE A – SALARIES (ASNA)

(1) The minimum annual rate of salary payable to supervisors engaged in the undermentioned classifications shall be:

The following schedule provides a history of Clause 11. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 July 2026.

(a) Supervisor:

	Minimum Salary $ per Annum	ASNA	Total Salary $ per Annum
1st year of experience	18706	34528	53234
2nd year of experience	19475	34794	54269
3rd year of experience	20500	35147	55647
4th year of experience	21525	35503	57028
5th year of experience	22550	36243	58793
6th year of experience	23575	36696	60271

(b) Senior Supervisor:

	Minimum Salary $ per Annum	ASNA	Total Salary $ per Annum
1st year of experience	25113	37224	62337
Thereafter	26650	37905	64555

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 00636

Independent Schools Administrative and Technical Officers Award 1993

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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.

15. - SALARIES

(1) (a) The minimum annual salary, according to classification and experience, payable to an officer shall be:

Level	Step	Total Salary $ per Annum
LEVEL 1	Step 1	52955
	2	53292
	3	53628
	4	53965
	5	54302
	6	54639
LEVEL 2	Step 1	55647
	2	56321
	3	56996
	4	58000
	5	58721
	6	59442
LEVEL 3	Step 1	60882
	2	61599
	3	62463
	4	63328

	5	64194
	6	64906
LEVEL 4	Step 1	62896
	2	64338
	3	65779
	4	67220
	5	68662
	6	70103

(b) On appointment an officer shall be placed at the appropriate salary level according to full-time experience and the classifications as prescribed in Clause 14. - Classifications.

(c) On application by the officer and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the officer into an approved superannuation fund nominated in accordance with the provisions of Clause 25. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with the Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.

(d) An officer appointed to a salary rate shall proceed by annual increments to the maximum of that classification level.

(e) If during progression through the salary steps, and within an appropriate time frame prior to the officer's next annual increment, the employer considers such increment to be inappropriate due to work performance and as such does not recommend or authorise further progression, then the employer shall state the reasons in writing to the officer concerned.

Such reasons should indicate the areas where the employer considers improvement is required.

If the improvement required is achieved, then the officer shall then proceed to his/her appropriate salary level.

(f) An officer shall only progress from one level to another in accordance with the provisions as prescribed in Clause 14. - Classifications.

(g) The years of experience are indicated by the equivalent number of steps from the entry level.

(h) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in subclause (1) of this clause, shall be divided by 52.16 or 26.08 respectively.

(i) Where the conditions of employment of any officer are subject to the provisions of subclause (3) of Clause 6. - Contract of Service of this Award, then by agreement between the officer and the employer salary may be averaged over the period of a full year.

(2) Junior Classification

An officer under the age of 20 years shall receive the following percentages of the rate appropriate to Level 1.

Under 17 years of age	60%
17 years of age	70%
18 years of age	80%
19 years of age	90%

(3) A relief officer shall be paid a loading of twenty-five per cent in addition to the salaries prescribed in subclause (1) of this clause.

27. - 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 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 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(Clause 1.3)	% 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 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 per week; or, in the case of paid rates award, the amount payable to the employee during the trial period shall be $113 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.

SCHEDULE A. – SALARIES (ASNA)

The following schedule provides a history of Clause 15. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 July 2026.

(1) (a) The minimum annual salary, according to classification and experience, payable to an officer shall be:

Level	Step	Minimum Salary $ per Annum	ASNA	Total Salary $ per Annum
LEVEL 1	Step 1	18,500	34455	52955
	2	18,750	34542	53292
	3	19,000	34628	53628
	4	19,250	34715	53965
	5	19,500	34802	54302
	6	19,750	34889	54639
LEVEL 2	Step 1	20,500	35147	55647
	2	21,000	35321	56321
	3	21,500	35496	56996
	4	22,000	36000	58000
	5	22,500	36221	58721
	6	23,000	36442	59442
LEVEL 3	Step 1	24,000	36882	60882
	2	24,600	36999	61599
	3	25,200	37263	62463
	4	25,800	37528	63328
	5	26,400	37794	64194
	6	27,000	37906	64906
LEVEL 4	Step 1	25,500	37396	62896
	2	26,500	37838	64338
	3	27,500	38279	65779
	4	28,500	38720	67220
	5	29,500	39162	68662
	6	30,500	39603	70103

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 00637

Independent Schools Psychologists and Social Workers Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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

1 (a) The minimum annual salary payable to a psychologist or social worker engaged in the undermentioned classifications shall be:

SALARY LEVEL	ANNUAL SALARY$
Step 1	68437
Step 2	70829
Step 3	73328
Step 4	76637
Step 5	81771
Step 6	85119
Step 7	88176
Step 8	91369

(b) On appointment, a psychologist or social worker shall be placed at the appropriate salary level according to the provisions of subclause (2) of this clause. Recognition of qualifications and experience other than that outlined in this Award shall be determined by agreement between the employer and the psychologist or social worker. In the event that the parties cannot agree on the level of qualifications and/or experience that should apply then the matter may be referred to the Western Australian Industrial Relations Commission.

(c) On application by the psychologist or social worker and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the psychologist or social worker into an Approved Superannuation fund nominated in accordance with the provisions of Clause 23. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with the Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.

(d) A copy of any agreement reached in accordance with paragraph (c) of this subclause shall be attached to the salary record of the psychologist or social worker concerned.

(e) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in this subclause, shall be divided by 52.16 or 26.08 respectively.

(2) Psychologists and Social Workers appointed to the under mentioned classifications shall be paid in accordance with the following:

(a) A social worker as defined shall commence at Step 1 and proceed by annual increments to and including Step 6.

(b) A provisional psychologist shall commence at Step 1 and proceed by annual increments to and including Step 2.

(c) A psychologist who attains full registration status with the Psychologists Board of Western Australia shall commence at Step 4 and proceed by annual increments to and including Step 8.

(d) The years of experience is indicated by the number of steps from the commencement level of each classification.

(3) Part-time psychologists or social workers shall be paid in accordance to the following formula:

Hours worked	x	Full time weekly
37.5		rate of pay

(4) (a) A relief social worker shall be paid according to the following formula:

(i)	Half day	=	0.1	x	Weekly rate for Step 5
(ii)	Full day	=	0.2	x	Weekly rate for Step 5

(b) A relief psychologist shall be paid according to the following formula:

(i)	Half day	=	0.1	x	Weekly rate for Step 6
(ii)	Full day	=	0.2	x	Weekly rate for Step 6

Note: a half day is up to 3.75 hours and a full day is up to 7.5 hours.

(5) Where the conditions of employment of a psychologist or social worker are subject to the provisions of subclause (4) of Clause 7. – Contract of Service of this Award, then, by agreement in writing between the employer and the psychologist or social worker, salary may be averaged over the full year.

SCHEDULE A – SALARIES (ASNA)

The following schedule provides a history of Clause 16. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 July 2026.

The minimum annual salary payable to a psychologist or social worker engaged in the under mentioned classifications shall be:

Column A shall apply from the beginning of the first pay period commencing on or after the date of the Award.

Column B shall apply from the beginning of the first pay period commencing on or after 5 June 2003.

SALARYLEVEL	ANNUAL SALARY$		ASNA	TOTAL
	Column A	Column B		
Step 1	32265	33048	35389	68437
Step 2	33924	34707	36122	70829
Step 3	35762	36545	36783	73328
Step 4	38058	38841	37796	76637
Step 5	41619	42402	39369	81771
Step 6	43941	44724	40395	85119
Step 7	46062	46845	41331	88176
Step 8	48277	49060	42309	91369

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 00638

Independent Schools' Teachers' Award 1976

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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. – SALARIES

(1) (a) The minimum annual salary payable to teachers engaged in the undermentioned classifications shall be:

	Total Salary Per Annum $
Step 1	57906
Step 2	59828
Step 3	61599

Step 4	63816
Step 5	65885
Step 6	67657
Step 7	69430
Step 8	71645
Step 9	73930
Step 10	75927
Step 11	77549
Step 12	79768
Step 13	81982

(b) On appointment, a teacher shall be placed at the appropriate salary level according to qualifications and full-time teaching experience in Australia. Recognition of qualifications and experience other than that outlined in this clause shall be determined by agreement between the employer and the teacher. In the event that the parties cannot agree on the level of qualifications and/or experience that should apply then the matter may be referred to the Independent Schools Industrial Affairs Consultative Committee.

(c) On application by the teacher and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the teacher into an Approved Superannuation fund nominated in accordance with the provision of Clause 22. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.

(d) A copy of any agreement reached in accordance with paragraph (c) of this subclause shall be attached to the salary record of the teacher concerned.

(e) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in this subclause, shall be divided by 52.16 or 26.08 respectively.

(2) In determining the appropriate minimum salary level the following will apply:

(a) Teachers not elsewhere provided for shall commence at Step 1 and proceed by annual increments to and including Step 9.

(b) Two-year or three-year trained teacher holding a Teacher's Certificate or a teacher holding a University Degree (other than Bachelor of Education) but not a Teacher's Certificate shall commence at Step 3 and proceed by annual increments to and including Step 9.

(c) Teacher holding:

University Degree and Diploma of Education; or

University Degree and Teacher's Certificate; or

Bachelor of Education Degree;

shall commence at Step 5 and proceed by annual increments to and including Step 13.

(d) Teacher holding the qualifications as outlined in paragraph (c) of this subclause plus a second or higher degree as outlined in paragraph (h) of this clause shall commence at Step 6 and proceed by annual increments to and including Step 13.

(e) The term Degree or Diploma will be deemed to include equivalent qualifications. In the event of a dispute the matter may be referred to the Independent Schools Industrial Affairs Consultative Committee.

(f) A teacher who obtains an additional qualification which is recognised as the equivalent to an additional year of training, shall be credited with the extra year for salary purposes.

(g) The qualifications referred to in paragraph (f) above, shall be determined by agreement through the Independent Schools Industrial Affairs Consultative Committee and shall be reviewed each year and shall be listed to apply from the beginning of each calendar year.

(h) A teacher who obtains a second, or higher degree shall be credited with one extra year's experience for salary purposes. For the purpose of this subclause, a second or higher degree shall mean to include a graduate diploma or a degree at honours level.

(i) The years of experience is indicated by the equivalent number of steps from the entry level.

(3) SENIOR TEACHER:

(a) Subject to the provisions for implementing the classification set out in the Appendix to this Award, an appointee to a Senior Teacher classification shall be entitled to the following annual allowance:

Level One - 3.2% of the maximum total salary per annum as prescribed in subclause (1) of this clause.

Level Two - 6.9% of the maximum total salary per annum as prescribed in subclause (1) of this clause.

(b) A teacher in a promotional position who achieves a Senior Teacher Level 1 classification shall be entitled to the minimum allowance applicable to the promotion position or the Senior Teacher Level 1 classification whichever is the greater.

(4) Part-time and part-time temporary teachers shall be paid in accordance with this Award for duties performed in proportion to the time those duties bear to an ordinary full-time teaching week.

(5) (a) Relief teachers employed for five (5) consecutive working days or more shall be paid for the period at the rate of salary appropriate to their qualifications and experience on a weekly basis of annual salary divided by forty (40) or a daily basis of annual salary divided by two hundred (200).

(b) A relief teacher employed for less than five (5) consecutive working days shall be paid according to the following formula:

(i) Less than four year trained

(aa)	Full day	=	Step 6 Annual Salary	/	200
(bb)	Half day	=	Step 6 Annual Salary	/	400

(ii) Four year trained

(aa)	Full day	=	Step 8 Annual Salary	/	200
(bb)	Half day	=	Step 8 Annual Salary	/	400

Note: For the purposes of this subclause a half day is determined as the hours usually worked in a school prior to the lunch break or the hours worked from the beginning of the lunch break until the end of the school day.

(6) SECONDARY SCHOOLS

(a) A teacher appointed to a promotional position in a secondary school shall be placed within one of the following promotion levels in accordance with the duties as prescribed.

Promotional Level 1

The management of a major department, for example, secondary English, or an equivalent responsibility, for example, in the pastoral care of students.

Promotional Levels 2, 3 and 4

The levels assigned will recognise the gradation of responsibilities which apply within a school among various promotional positions.

For example, for promotional Level 2: the management of a small department or an equivalent level of responsibility.

For example, for promotional Level 3: second in charge of a major department, or an equivalent level of responsibility.

For example, for promotional Level 4: co-ordinator of a subject, i.e., subject teachers with minimal supervision of other staff, or an equivalent level of responsibility.

(b) All allowances relating to promotional positions are minima.

(c) The scale of promotional allowances paid shall be based on the promotional level as determined in paragraph (a) of this subclause and the school category as defined in paragraph (d) of this subclause.

(d) The category of the school shall be determined as follows:

(i) Category A: School above 600 full-time equivalent students.

(ii) Category B: School between 300 and 600 full-time equivalent students.

(iii) Category C: School below 300 full-time equivalent students.

(e) The minimum allowance payable for a promotional position shall be as follows:

(i) Promotional Level 1 Category A: 12.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.

(ii) Promotional Level 1 Category B: 10.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.

(iii) Promotional Level 1 Category C: 8.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.

(iv) Promotional Levels 2, 3 and 4 shall be paid 70 per cent, 50 per cent and 30 per cent respectively of

Promotion Level 1 of the appropriate school category.

(7) PRIMARY SCHOOLS

(a) Allowances for promotional positions in primary schools, where appointed under this Award, shall be at the Assistant Principal (Administration), Assistant Principal (Religious Education) level or similar designation relevant to the school.

(b) Where a primary school has in excess of 700 full-time equivalent students, an additional promotional position may be appointed at the discretion of the employer.

(c) The allowance payable to Assistant Principals shall be as follows:

(i) Schools with 300 to 700 full-time equivalent students - $6000.00 per annum.

(ii) Schools with 100 to 300 full-time equivalent students - $3000.00 per annum.

(8) Notwithstanding the provision of subclauses (7) and (8) of this clause, where an agreement is reached between the employer and the teacher on any allowance or benefit for promotional positions, expressed in terms other than those prescribed under this clause, then, subject to notification to the Union of such agreement, such conditions shall apply for the purposes of this Award.

SCHEDULE A. – SALARIES (ASNA)

The following schedule provides a history of Clause 14. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 July 2026.

The minimum annual salary payable to teachers engaged in the undermentioned classifications shall be:

	Minimum Salary	ASNA	Total Salary
	$ per Annum		$ per Annum
Step 1	21935	35971	57906
Step 2	23268	36560	59828
Step 3	24600	36999	61599
Step 4	26138	37678	63816
Step 5	27573	38312	65885
Step 6	28803	38854	67657
Step 7	30033	39397	69430
Step 8	31570	40075	71645
Step 9	33261	40669	73930
Step 10	34645	41282	75927
Step 11	35875	41674	77549
Step 12	37413	42355	79768
Step 13	38950	43032	81982

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 adjustment 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.

In the rates 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 00639

Industrial Spraypainting and Sandblasting 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) The weekly rate of pay is as follows:

Painter, Spraypainter, Shotblaster, Sandblaster or employee performing two or more of those functions:

	$
Weekly Rate	1165.00

(2) Location Allowance

Where applicable location allowances in accordance with Clause 19 will be paid.

(3) Underground Allowance

(a) (i) Subject to paragraph (b) hereof, an employee required to work underground shall be paid an allowance of $10.17 per week in addition to the allowance prescribed in subclause (2) 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 allowance shall commence from the surface.

(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 (n) of subclause (1) of Clause 9. - Special Rates and Provisions in lieu of the allowance prescribed in paragraph (a) hereof.

(4) 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	13.10	0.36
(ii)	In charge of two and not more than five persons	29.20	0.80
(iii)	In charge of six and not more than ten persons	37.30	1.01
(iv)	In charge of more than ten persons	49.50	1.34

(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.

(5) 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 her 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.

2026 WAIRC 00640

Iron Ore Production & Processing (Locomotive Drivers Rio Tinto Railway) Award 2006

5. - 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 00641

Iron Ore Production & Processing (Locomotive Drivers) Award 2006 - The

2.4. - 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 00642

Juvenile Custodial Officers' Award

4.1. - MINIMUM ADULT AWARD WAGE

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

4.1.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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.

SCHEDULE A – SALARIES FOR JUVENILE CUSTODIAL OFFICERS, UNIT MANAGERS AND SENIOR OFFICERS

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

Level 2 Juvenile Custodial Officers	Salary Per Annum$	Arbitrated Safety Net Adjustments $	Total Salary Per Annum $
1 st Year	28306	36081	64387
2 nd Year	29009	36393	65402
3 rd Year	29748	36715	66463
4 th Year	30529	37061	67590
5 th Year	31346	37421	68767
Level 3 Unit Managers			
1 st Year	32469	37917	70386
2 nd Year	33344	38304	71648
3 rd Year	34246	38705	72951
4 th Year	35172	38962	74134
Level 4 Senior Officers			
1 st Year	36442	39520	75962
2 nd Year	37437	39812	77249
3 rd Year	38461	40263	78724

2026 WAIRC 00643

Landscape Gardening Industry Award

6. – 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 ten (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 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; 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.

(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 subclause (4) of this clause.

25. - WAGES

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

(1) Adult Employees:

	TOTAL RATE PER WEEK **$**
(a) Landscape Tradesperson	1040.30
(b) Landscape Employee Grade 1	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) Full Time Apprentices

A Full Time Apprentice shall be paid the following percentage amounts of the Landscape Tradesperson's rate:

(a)	Four Year Term	%
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
(b)	Three Year Term	%
	First year	55
	Second year	75
	Third year	88

(3) Junior Employees:

Wage per week expressed as a percentage of the "Landscape Employee Grade 1" rate:

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

(4) Leading Hands: in addition to the appropriate rate 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	25.47
(b)	If placed in charge of more than ten and not more than twenty other employees	39.08
(c)	If placed in charge of more than twenty other employees	50.27

(5) A casual employee shall be paid 20 per cent in addition to the rate prescribed in this clause for the work performed.

(6) Minimum Adult Award Wage

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

(b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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 1 – MAKE UP OF TOTAL WAGE

This appendix shows how the total wages paid to employees under this award are made up. It details both base wage rates and safety net adjustments as well as the total rate before adjustment for the 2026 Adult Minimum Award Wage and the total rate after adjustment which is published above in Clause 25. – Wages.

(1)

Adult Employees:	Base Rate Per Week $	Arbitrated Safety Net Adjustments $	Total Rate Before Adjustment $	Total Rate After Adjustment for 2026 Adult Minimum Award Wage $
(a) Landscape Tradesperson	373.30	667.00	1040.30	1040.30
(b) Landscape Employee Grade 1	302.00	673.90	975.90	998.30

2026 WAIRC 00644

Laundry Workers' Award, 1981

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 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:

(a) Adult Employees

	Minimum Rate $
Laundry Employee - Grade 1	998.30
Laundry Employee - Grade 2	1015.00
Laundry Employee - Grade 3	1049.00
Laundry Employee - Grade 4	1071.30

(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:

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

	%
Under 16 years of age	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	Adult Rates

2026 WAIRC 00645

Licensed Establishments (Retail and Wholesale) 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.

21. - WAGES

The minimum rates of wages payable to workers under this award shall be as follows -

PART I - RETAIL ESTABLISHMENTS

(1) ADULTS (Classification and Wage per Week):

Operative from the beginning of the first pay period commencing on or after 1 July 2026 for both parts I and II of this clause

		$	ASNA	TOTAL
(a)	Shop Assistant, Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson Packer, Despatch Hand, Reserve Stock Hand	409.00	647.00	1056.00
(b)	Window Dresser	415.90	649.30	1065.20
(c)	Shop Assistant, Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson Packer, Despatch Hand, who is required by the employer to be in charge of a shop or other employees -			
	(i) If placed in charge of a shop with no other employees or, if placed in charge of less than three other employees	419.40	650.50	1069.90
	(ii) If placed in charge of three or more other employees, but less than ten other employees	429.00	653.90	1082.90
	(iii) If placed in charge of ten or more other employees	445.50	666.10	1111.60
(d)	Window Dresser who is required by the employer to be in charge of a shop or other employees -			
	(i) If placed in charge of a shop with no other employees or, if placed in charge of less than three other employees	426.00	652.70	1078.70
	(ii) If placed in charge of three or more other employees, but less than ten other employees	434.90	656.00	1090.90
	(iii) If placed in charge of ten or more other employees	452.20	669.10	1121.30
(e)	Storeperson Operator Grade I	420.20	650.90	1071.10
(f)	Storeperson Operator Grade 1who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
	(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	430.00	654.30	1084.30
	(ii) If placed in charge of three or more other employees but less than ten other employees	439.40	660.30	1099.70
	(iii) If placed in charge of ten or more other employees	455.90	670.80	1126.70
(g)	Storeperson Operator Grade II	425.00	652.60	1077.60
(h)	Storeperson Operator Grade II who is required by the employer to be in charge of a shop, store or warehouse or other employees -			

	(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	435.50	656.30	1091.80
	(ii) If placed in charge of three or more other employees but less than ten other employees	444.20	665.50	1109.70
	(iii) If placed in charge of ten or more other employees	461.70	673.30	1135.00

PART II - WHOLESALE AND OTHER ESTABLISHMENTS

(1) ADULTS (Classification and Wage per week):

		$	ASNA	TOTAL
(a)	Head Cellarperson	446.90	666.60	1113.50
(b)	Storeperson, Packer, Despatch Hand, Reserve Stock Hand	409.00	647.00	1056.00
(c)	Storeperson, Packer, Despatch Hand, Reserve Stock Hand, who is required by the employer to be in charge of a store or other employees -			
	(i) If placed in charge of a store with no other employees, or if placed in charge of less than three other employees	419.40	650.50	1069.90
	(ii) If placed in charge of three or more other employees, but less than ten other employees	428.00	653.80	1081.80
	(iii) If placed in charge of ten or more other employees	446.50	666.40	1112.90
(d)	Filling Process Employee (as defined)	392.70	641.30	1034.00
(e)	Storeperson Operator Grade I	420.20	650.90	1071.10
(f)	Storeperson Operator Grade I who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
	(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	430.60	654.30	1084.90
	(ii) If placed in charge of three or more other employees but less than ten other employees	439.40	660.30	1099.70
	(iii) If placed in charge of ten or more other employees	456.90	671.00	1127.90
(g)	Storeperson Operator Grade II	425.00	652.60	1077.60
(h)	Storeperson Operator Grade II who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
	(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	435.50	656.30	1091.80
	(ii) If placed in charge of three or more other employees but less than ten other employees	443.20	665.10	1108.30
	(iii) If placed in charge of ten or more other employees	461.70	673.30	1135.00

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.

PART III - JUNIOR WORKERS

(1) The minimum rates of wages payable to all junior workers covered by this award shall be as follows:

Junior workers (per cent of the wage prescribed herein for Storeman. Packer, Despatch Hand, Reserve Stock hand)

	%
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

PART IV - ADDITIONAL PAYMENTS

In addition to the rates prescribed elsewhere in this clause the following allowances and rates Shall be paid to a worker where applicable.

(1) (a) An employee required to operate a ride-on power operated tow motor a ride-on power operated pallet truck or a walk beside power operated high lift stacker in the performance of his/her duties shall be paid an additional 61 cents per hour whilst so engaged.

(b) An employee required to operate a ride-on fork lift, high lift stacker or high lift stock picker or a power operated overhead traversing hoist in the performance of his/her duties shall be paid an additional 83 cents per hour whilst so engaged.

(c) The allowances prescribed by this subclause shall not be payable to an employee engaged, and paid, as a "Storeman Operator Grade I" or a "Storeman Operator Grade II ".

(2) (a) A worker shall receive an additional payment for every hour of which he spends 20 minutes or more in a cold chamber in accordance with the following: In a cold chamber in which the temperature is:

(i) Below 0 degrees Celsius to -20 degrees Celsius - 90 cents per hour.

(ii) Below -20 degrees Celsius to -25 degrees Celsius - $1.04 cents per hour.

(iii) Below -25 degrees Celsius - $1.19 per hour.

(b) Employees required to work in temperatures less than -18.9 degrees Celsius shall be medically examined at the employer's expense.

39B. - TRAINEESHIPS

(1) Scope

(a) Subject to paragraph (b) of this subclause, this clause shall apply to persons:

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

(ii) who are employed by an employer bound by this award; and

(iii) whose employment is covered by the Licensed Establishments (Retail and Wholesale) Award 1979 No. R 23 of 1977.

(b) Notwithstanding the foregoing, this clause shall not apply to employees who were employed by an employer bound by this clause prior to the date of approval of a traineeship scheme relevant to the employer, except where agreed between the employer and the union.

(2) Objective

(a) The objective of this clause is to establish a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of trainees, particularly young people, and the long term unemployed.

(b) The system is neither designed nor intended for those who are already trained and job ready.

(c) Existing employees shall not be displaced from employment by trainees.

(3) Supersession

The existing award provisions for the Australian Traineeship System (ATS) shall not apply to any employer bound by this award, except in relation to ATS trainees who commenced a traineeship with the employer before the employer was bound to this award.

(4) Definitions

"Approved Training" means training undertaken in a traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a traineeship scheme approved by the relevant state training authority or NETTFORCE. The training will be accredited and lead to qualifications as set out in subclause 5(e).

"Relevant Award" means Licensed Establishments (Retail and Wholesale) Award 1979 No. R 23 of 1977.

"Trainee" means an employee who is bound by a traineeship agreement made in accordance with this clause.

"Traineeship" means a system of training which has been approved by the appropriate State Training Authority, or which has been approved on an interim basis by the National Employment and Training Taskforce (NETTFORCE), until final approval is granted by the relevant state training authority.

"Traineeship Agreement" means an agreement made subject to the terms of this award between an employer and the trainee for a traineeship and which is registered with the appropriate State Training Authority, NETTFORCE, or under the provisions of the appropriate state legislation. A traineeship agreement shall be made in accordance with the relevant approved traineeship scheme and shall not operate unless this condition is met.

"Traineeship Scheme" means an approved traineeship applicable to a group or class of employees or to an industry or sector of an industry or an enterprise. A traineeship scheme shall not be given approval unless consultation and negotiation with the union upon the terms of the proposed traineeship scheme and the traineeship have occurred. An application for approval of a traineeship scheme shall identify the union and demonstrate to the satisfaction of the approving authority that the abovementioned consultation and negotiation have occurred.

"Parties to a Traineeship Scheme" means the employer organisation and/or the employer and the union involved in the consultation and negotiation required for the approval of a Traineeship scheme.

References in this award to "the relevant State Training Authority or NETTFORCE" shall be taken to be a reference to NETTFORCE in respect of a Traineeship that is the subject of an interim approval but not a final approval by the relevant

State Training Authority. NETTFORCE powers and functions stipulated in this award may be circumscribed and/or delegated by the terms of an agreement between NETTFORCE and a relevant State Training Authority. Reference to NETTFORCE within this clause will have no effect during the currency of the W.A. State Training Authority/NETTFORCE Memorandum of Agreement.

"Appropriate State Legislation" means the State Employment and Skills Development Authority Act 1990.

(5) Training Conditions

(a) The trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement or as notified to the trainee by the appropriate State Training Authority in accredited and relevant traineeship schemes; or NETTFORCE if the traineeship scheme remains subject to interim approval.

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

(c) The employer shall provide a level of supervision in accordance with the Traineeship Agreement during the traineeship period.

(d) The employer agrees that the overall training programme will be monitored by officers of the appropriate Sate Training Authority or NETTFORCE and training records or work books may be utilised as part of this monitoring process.

(e) Training shall be directed at:

(i) The achievement of key competencies required for successful participation in the workplace (where these have not been achieved) (e.g. literacy, numeracy, problem solving, teamwork, using technology) and as are proposed to be included in the AVC Level 1 qualification. This could be achieved through foundation competencies which are part of endorsed competencies for an industry or enterprise, and/or

(ii) The achievement of competencies required for successful participation in an industry or enterprise (where there are endorsed national standards these will define these competencies) as are proposed to be included in the AVC Level 2 qualification or above.

(6) Employment Conditions

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

(b) (i) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned in accordance with the Traineeship Agreement and to the relevant State Training Authority or NETTFORCE. The written notice to be provided to the relevant State Training Authority or NETTFORCE shall be provided within five working days of termination.

(ii) An employer who chooses not to continue the employment of a trainee upon the completion of the traineeship shall notify, in writing, the relevant State Training Authority or NETTFORCE of its decision.

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

(d) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service the purposes of any relevant award or any other legislative entitlements.

(e) (i) The traineeship agreement may restrict the circumstances under which the Trainee may work overtime and shift work in order to ensure the training programme is successfully completed.

(ii) No Trainee shall work overtime or shift work on their own unless consistent with the provisions of this award.

(iii) No Trainee shall work shift work unless the parties to a Traineeship Scheme agree that such shiftwork makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for non-shift work Trainees.

(iv) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by the relevant award, unless otherwise agreed by the parties to a Traineeship Scheme, or unless the relevant award makes specific provision for a Trainee to be paid at a higher rate, in which

case the higher rate shall apply.

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

(g) A Trainee who fails to either complete the traineeship, or who cannot for any reason be placed in full time employment with the employer on successful completion of the Traineeship, shall not be entitled to any severance payments payable pursuant to termination, change and redundancy provisions or provisions similar thereto.

(7) Wages

(a) (i) The minimum rates of wages payable weekly to trainees are as provided in subparagraph (iv) of this subclause.

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

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

(iv) Skill Level B

Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level B.

HIGHEST YEAR OF SCHOOLING COMPLETED

School Leaver	Year 10 $	Year 11 $	Year 12 $
	$	$	$
	300.00 (50%)* 352.00 (33%)	367.00 (33%) 419.00 (25%)	489.00
plus 1 year out of school	419.00	489.00	572.00
plus 2 year out of school	489.00	572.00	656.00
plus 3 year out of school	572.00	656.00	750.00
plus 4 year out of school	656.00	750.00	
plus 5 years/more	750.00		

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.

(b) The Skill level of approved Traineesips in the retail and wholesale industries has been agreed to be Skill Level B.

(c) For the purposes of this provision "out of school" shall refer only to periods out of school beyond year 10 (or below), and shall be deemed to:

(i) Include any period of schooling beyond year 10 (or below) which was not part of nor contributed to a completed year of schooling;

(ii) Include any period during which a trainee repeats in whole or part a year of schooling beyond year 10 (or below); and

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

(iv) have effect on an anniversary date being 1 January in each year.

(d) At the conclusion of the Traineeship this clause ceases to apply to the employment of the Trainee and the award shall apply to the former trainee.

41. - SUPPORTED WAGES EMPLOYEES

(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 current 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 Section 12A of the Act, or if a part only 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 (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%

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

* 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, 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 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.

2026 WAIRC 00646

Live Performers 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.

15. - RATES OF PAY

(1) The minimum wages prescribed in this clause are payable on and from the commencement of the first pay period on or after 1 January 2025.

(2) Full-time Weekly Employee (age sixteen and over)			TOTAL
(a)	(i)	Speciality Artiste:	
		Solo	1219.60
		Duo (each)	1176.20
		Trio (each)	1157.20
		Quartet or an act of more than four artists (each)	1135.10
	(ii)	Variety Artist	1176.20
	(iii)	Vocalist	1157.20
	(iv)	Actor	1104.30
	(v)	Ballet or Chorus	1077.40
	(vi)	Model	1077.40
(b)		Skaters:	
	(i)	Solo, Duo or Speciality Artist	1104.30
	(ii)	Employee engaged only in a skating ensemble	1077.40
(c)		Aquatic Artists:	
	(i)	Other than member of an aquatic ensemble	1104.30
	(ii)	Aquatic ensemble - employee engaged therein only	1077.40
(d)	(i)	Supernumeraries	1027.30
	(ii)	Supernumeraries on tour shall be paid the ballet or chorus rate of pay together with the touring allowance as hereinafter specified.	

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

16 years of age and over	$
- not on tour - at the rate per week of	1077.40
- on tour, plus the touring allowance as hereinafter specified	1104.30

(f) A member of the chorus or ballet or skating ensemble or a model speaking not less than seven lines containing in the aggregate not less than 30 words, or singing and/or dancing solo not less than 24 bars of music, shall be paid an additional sum of 1% of the minimum weekly award rate for an extra per performance.

(g) An employee who as part of the employee's duties is required by the employer to act as a stage manager or an assistant stage manager shall be paid in addition to the applicable weekly rate hereinbefore specified 12% or 6% respectively of the minimum weekly award rate for an Actor per week.

(h) A member of the ballet or chorus or skating or aquatic ensemble who acts as deputy ballet or chorus or skating or aquatic ensemble director or who, under instruction and supervision of the producer or stage manager and/or employer, supervises the number of acts to be performed by the skating or aquatic ensemble as the case may be, during a performance or rehearsal shall be paid not less than 6% of the minimum weekly award rate for an Actor per week, in addition to the per week rate.

(i) If an employee is required by the employer to act as understudy the employee shall be paid an additional

amount per week for each part understudied, being a percentage of the weekly rate of pay for an Actor as specified in clause 15(2)(a)(iv) as follows:

		% of Actor Weekly rate
(i)	Star Role	8%
(ii)	Leading Role	6%
(iii)	Actor	3%
(iv)	Supporting Role	2.25%

(j) If an employee is required to perform in a role which the employee is acting as understudy the employee shall be paid an additional amount per performance, being a percentage of the weekly rate of pay for an Actor as specified in clause 15(2)(a)(iv) as follows:

		% of Actor Weekly rate
(i)	Star Role	15%
(ii)	Leading Role	10.5%
(iii)	Actor	7.5%
(iv)	Supporting Role	4.5%

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

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

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

(m) A performer not taking part in a production for which the performer is required to record a voice over tape shall be paid a once off fee at least equal to 50% of the weekly award rate for an Actor as prescribed in subparagraph (iv) of paragraph (a) of this subclause for each hour or part thereof taken in the process of recording. Such fee shall apply to the use of the recording during the initial run of the production in the theatre in which it is being played or in the case of Theatre-in-Education for its initial tour or schools or other venues. Any change in venue or extension of the run of the production including any tour will require a further once off fee at least equal to the initial fee paid to such performer.

(n) The following rates apply to performers who are under 16 years of age for a maximum of four performances per week:

		Percentage of the applicable adult weekly rate
(i)	Fourteen years of age and under	
	Not on tour	45%
	On tour to be paid the applicable adult rate	
(ii)	Fifteen years of age	
	Not on tour	55%
	On tour to be paid the applicable adult rate	

(3) Rehearsals

Prior to commencement of performances:

(a) An employee who attends rehearsals only at the direction of an employer for a future production and who is not at that time employed in any current production on a weekly basis by that employer shall, for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production, be paid the appropriate rate laid down in paragraph (a) of subclause (2) of this clause.

(b) If any employee is engaged for employment and is directed to rehearse in another town or towns or city or cities other than that in which the employee was engaged the employee shall be paid the applicable weekly wage and in addition shall be paid the touring allowance specified in Clause 20. - Travelling of this award.

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

(4) Casual Employees

(a) Performance

(i) Casual employees (other than variety artists) who are aged sixteen years or over shall be paid the higher of:

- one-fifth plus 15% thereof of the appropriate per week adult rate as set out in subclause (2) of this clause for each performance; or
- the appropriate per hour adult rate plus 25% for actual hours worked.

The maximum length of any such performances shall be three hours (exclusive of any making up or taking off), provided that any performance of longer duration shall be paid at the rate specified subclause 12(2)(a) of Clause 12. - Overtime of this award.

(ii) An employee aged sixteen years or over engaged as a vocalist, variety artist or as an "act" shall be paid the higher of:

- one-fifth plus 15% thereof of the appropriate per week adult rate as set out in subclause (2) of this clause for each performance; or
- the appropriate per hour adult rate plus 25% for actual hours worked.

The maximum length of any such performances (exclusive of making up or taking off) shall be three hours, provided that any performance of longer duration shall be paid at the rate specified in subclause 12(2)(a) of Clause 12. - Overtime of this award.

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

(b) Rehearsals

(i) An employee aged sixteen years or over who is required to rehearse by the employer shall be paid the ordinary hourly rate of a Supernumerary engaged by the week as specified in clause 15(2)(d)(i) plus 25% loading for all time worked, provided that a minimum of one hour is to be paid.

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

(c) Casual supernumeraries shall be paid a 25% loading on the ordinary hourly rate of pay with a minimum call for performances of three hours and for rehearsals of two hours.

(d) For all other work, a casual employee will be paid the applicable ordinary hourly rate for their classification in clause 15(2) plus a 25% casual loading.

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

(6) Provision of Meals

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

Such meal shall be of the type and quality supplied to the public at the employer's establishment. Should the employer fail to provide the employee with such meal the employer shall pay the employee a sum equivalent to 3% of the minimum weekly award rate for an Actor in lieu thereof.

(b) When an employee takes part in addition to the ordinary evening performance, in an intermediate performance commencing at between 5.00pm and 6.15pm, the employer shall provide a satisfactory meal to such employee or pay to such employee a meal allowance equivalent to 3% of the minimum weekly award rate for an Actor for their evening meal, and shall also provide tea and coffee or the ingredients and facilities to make and serve same.

2026 WAIRC 00647

Local Government Officers' (Western Australia) Award 2021

5. - MINIMUM ADULT AWARD WAGE

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

5.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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. - SALARIES - MINIMUM ANNUAL

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

13.2 An Officer shall have the right to request a review of his/her classification, grading or salary which he/she considers is incorrect.

13.3 Payment of salaries

13.3.1 Payment of salaries shall, at the discretion of the employer, be made at least fortnightly.

13.3.2 For the purpose of the calculation and payment of salaries, the weekly salary shall be calculated as 1/52nd of an annual salary.

13.3.3 Salaries shall be paid into a bank account or any other account, nominated and available to the employee unless such form of payment is impractical. Nothing in this clause shall prevent an employer and an employee from adopting a mutually agreed alternative method of paying salaries each pay period.

13.3.4 The employer shall reimburse an Officer for bank charges incurred as a result of his/her salary being paid into a financial institution.

13.4 Incremental progression

13.4.1 At the conclusion of each twelve month period following appointment to their classification or entry into a classification level, Officers shall be eligible for incremental progression if:

(1) The Officer has given satisfactory service over the preceding twelve months; and

(2) The Officer has acquired and is required by the employer to utilise new and/or enhanced skills within the ambit of the level definition for his/her position or other skills where agreed at the staff development/performance review, and this has been certified in writing following, and as part of, the assessment process.

(3) In cases where the review is delayed the anniversary date shall not be changed and the increase, if any, will be paid retrospectively to the anniversary date.

(4) Movement to a higher level or classification shall only occur by way of promotion or reclassification.

13.5 General minimum salary scale

The following is the general scale of minimum annual salary rates payable, listed opposite level and the scale numbers referred to elsewhere in this award.

Level	Age	Rate
Level 1	16 years and under	38962
	17 years	41228
	18 years	44510
	19 years	47802
	20 years	51068
	Adult	53446
Level		
Level 2		55103
		56107
		57747
		59327
Level 3		60740
		61651
		62564
		63474
Level 4		64936
		65548
		66419
		67739
Level 5		69350
		70282
		71032
		72276
Level 6		73183
		74699
		75840
		77165
Level 7		78473
		79937
		81149
		82013
Level 8		83564
		84774
		85982
		87195
Level 9		89596
		90987

92490

94053

13.6 Negotiated salaries

13.6.1 A Senior Officer not covered by 13.5, (including the Chief Executive Officer and other Executive Officers not traditionally covered by the General salary scale), will be entitled to negotiate his/her salary at least once every two years.

13.6.2 The salary negotiated will not be less than it would be if covered by the General minimum salary scale at the time of negotiations, nor will it be less than the following minima:

	Chief Executive Officer	Executive Officer
A	$60,252	(paid as per general minimum salary scale)
B	$62,240	(paid as per general minimum salary scale)
C	$67,839	$67,839
D	$73,440	$73,440

(1) The following examples, being the guide for determining the relevant grade for Local Governments:

A Shire of Cue

B Shire of Collie/Town of Bassendean/Shire of Manjimup

C Cities of Belmont/Bunbury

D Cities of Rockingham/Bayswater/Gosnells and Larger

13.6.3 The negotiated salary will take into account the range of responsibilities inherent in the position including the size of the organisation as measured by revenue, number of employees, population, or any other relevant factors.

13.6.4 The requirement to attend Council meetings, or work in excess of the standard number of ordinary hours each week, where such Officer is excluded from the provisions of Clause 22. - Overtime of this award may be a consideration.

13.6.5 The annual leave loading specified in clause 24.1.3 may be incorporated into the salary package.

13.6.6 The additional weeks leave specified in clause 24.1.4(1) for Chief Executive Officers, Town or Shire Engineer or Environmental Health Officers may be incorporated into the salary package.

13.6.7 Any requirement to deputise for higher positions and the extent this occurs may also be a consideration.

13.6.8 At the request of the employee, his/her Union or association may participate in salary negotiations.

13.7 Where agreed in writing between the employer and an employee, an employer may introduce remuneration packaging by way of salary sacrifice (including any negotiated salary allowable) and the terms and conditions of such a package shall not, when viewed objectively, be less favourable than the entitlements otherwise available under this award. The employer shall ensure that the structure of any agreed package complies with taxation and other relevant laws. Where an employer has adopted a policy providing a salary sacrifice option to employees, it shall advise new employees to whom this policy applies of their right to seek to negotiate a remuneration package through salary sacrifice.

13.8 Workers eligible for a supported wage

13.8.1 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 met 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 which is subject to the provisions of workers' compensation legislation or any other provision of this award relating to the rehabilitation of employees who are injured in the course of their current employment).

13.8.2 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.

(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*, 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.

13.9 Supported wage rates

13.9.1 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 a fit person is performing according to the following schedule:

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

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

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

13.10 Assessment of capacity

13.10.1 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 documents 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.

13.11 Lodgement of assessment instrument

13.11.1 All assessment instruments under the conditions of 13.8, 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.

13.11.2 All assessment instruments shall be agreed and signed by the parties to the assessment, provided that a Union which is party to the award is able to lodge an objection to the Registrar by certified mail within ten working days.

13.12 Review of assessment

The assessment of the application 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.

13.13 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 paid terms and conditions of employment as all other workers covered by this award paid on a pro rata basis.

13.14 Workplace adjustment

An employer wishing to employ a person under the provisions of 13.8 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 workers in the area.

13.15 Trial period

13.15.1 In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of the 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.

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

13.15.3 The minimum amount payable to the employee during the trial period shall be no less than $113 per week.

13.15.4 Work trials should include reduction or training as appropriate to the job being trialled.

13.15.5 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 Assessment of capacity.

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Manufacturing, Maintenance and Metal Trades Award

4. – RATES OF PAY

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 –

(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.

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

(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.

4.8 – WAGES

4.8.1 The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level specified in Clause 1.6 – Definitions and Classification Structure, shall be as follows:

Wage Group	Total Rate Per Week $
Level C14	998.30
Level C13	998.30
Level C12	1028.50
Level C11	1056.80
Level C10	1105.20
Level C9	1135.50
Level C8	1165.20
Level C7	1192.80
Level C6	1252.70
Level C5	1282.90

Note: The Total Rate Per Week contained in this clause includes components for supplementary payments and arbitrated safety net adjustments. Reference to the history and composition of the Total Rate Per Week can be found in the Western Australian Industrial Gazette at 70 WAIG 2597.

4.8.2 Leading Hands:

(1) In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid per week the allowance prescribed by clause 30.2(a)(i) of the Modern Award, as adjusted from time to time.

(2) Any tradesperson moulder employed in a foundry where no other jobbing moulder is employed shall be paid at the rate prescribed for leading hands in charge of not less than three and not more than ten (10) other workers.

4.8.3 Apprentices:

Wage per week expressed as a percentage of the Level C10 Engineering Tradesperson's rate which includes a supplementary payment and arbitrated safety net adjustment.

Four Year Term	%
First year	42
Second year	55
Three 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

Note:

* *Adult apprentices aged 21 or more are entitled to receive the minimum adult apprentice wage, as set out in Clause 4.1.10 of this Award, or the relevant amount referred to above, whichever is the higher.*
* *The General Order on Wage structures for school-based and part-time apprentices applies to apprentices working under this Award.*

4.8.4 The minimum rate of pay for a junior employee is the following percentage of the C13 total rate:

Age	**% of C13**
Under 16 years of age	40%
16 years of age	50%

17 years of age	60%
18 years of age	70%
19 years of age	80%
20 years of age	93%

4.8.5 A casual employee shall be paid 25 per cent of the ordinary rate in addition to the ordinary rate for the calling in which they are employed.

4.8.6 Tool Allowance:

(1) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance equal to the greater of $24.00 per week or the allowance contained in clause 30.2(c)(ii) of the Modern Award, as adjusted from time to time for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or apprentice.

(2) Any tool allowance paid pursuant to 4.8.6(1) shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.

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

(4) A tradesperson or apprentice shall replace or pay for any tool supplied by the employer if lost through the employee's negligence.

4.8.7 An employee employed in rock quarries, limestone quarries or sand pits shall be paid an allowance of $38.25 per week to compensate for dust and climatic conditions when working in the open and for deficiencies in general amenities and facilities, but an employee so employed for not more than three days shall be paid on a pro rata basis.

4.9 – TRAINEESHIPS

4.9.1 Scope:

(1) This clause shall apply to persons:

(a) who are undertaking a Traineeship (as defined); and

(b) who are employed in the "manufacturing, maintenance, metal trades and associated industries and occupations" and in a classification covered by this Award.

4.9.2 Objectives:

(1) This clause facilitates a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of Trainees;

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

(3) Existing full-time employees shall not be displaced from employment by a Trainee.

4.9.3 Definitions:

"Appropriate State Legislation" means the *Vocational Education and Training Act 1996*, or any successor legislation.

"Approved Training" means training which is specified in the Trainee Plan which is part of the Training Agreement registered with the State Training Authority. It includes training undertaken both on and off the job, in a Traineeship and shall involve formal instruction both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved and accredited by the State Training Authority.

"Traineeship" means a system of training which has been approved by the State Training Authority and includes full time traineeships and part-time traineeships including school-based traineeships.

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

"Trainee Plan" means a programme of training which forms part of a Training Agreement registered with the State Training Authority.

"Traineeship Scheme" means a scheme for employees employed in industries covered by this Award and approved by the Training Authority after consultation and negotiation with the relevant union.

4.9.4 Training Conditions:

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

(2) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training

Authority, provided that if the Traineeship Agreement is not in a standard format, a Traineeship shall not commence until the Traineeship Agreement has been registered with the Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on the job training.

(3) The employer shall provide an appropriate level of supervision in accordance with the Traineeship Agreement during the traineeship period.

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

4.9.5 Employment Conditions:

(1) A full time Trainee shall be engaged for the nominal duration of the traineeship, provided that a Trainee shall be subject to a satisfactory probation period of one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme. A part-time trainee shall be engaged in accordance with the provisions of 4.9.6(5).

(2) (a) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned and to the Training Authority.

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

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

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

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

(6) A Trainee who fails to either complete the Traineeship or who cannot for any reason be placed in full-time employment with the employer on successful completion of the Traineeship shall not be entitled to any severance payment in accordance with Clause 2.1 – Contract of Service and Clause 2.3 – Redundancy, of this Award.

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

(b) A Trainee shall not work overtime alone.

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

4.9.6 Wages:

(1) (a) The minimum rates of wages payable weekly to Trainees are as provided in 4.9.6(2), 4.9.6(4) and 4.9.6(5).

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

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

(2) Traineeships.

(a) Industry/Skill Level A:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Industry/Skill Level A.

Highest Year of Schooling Completed

HIGHEST YEAR OF SCHOOLING

School Leaver	Year 10 $	Year 11 $	Year 12 $
	$	$	$
	338.00	402.00	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		

(b) Industry/Skill Level B:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Industry/Skill Level B.

Highest Year of Schooling Completed
HIGHEST YEAR OF SCHOOLING

School Leaver	Year 10 $	Year 11 $	Year 12 $
	$	$	$
	338.00	402.00	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		

(c) Industry/Skill Level C:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Industry/Skill Level C.

Highest Year of Schooling Completed
HIGHEST YEAR OF SCHOOLING

School Leaver	Year 10 $	Year 11 $	Year 12 $
	$	$	$
	338.00	402.00	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		

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

(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.

(4) AQFIV Traineeships

Trainees undertaking an AQF Level IV traineeship shall receive the relevant weekly wage rate for AQF Level III trainees at Skill/Industry Levels A, B and C as applicable with the addition of 3.8% of that wage rate.

(5) Part time and School Based Trainees

(a) This subclause shall apply to trainees who undertake a traineeship on a part time basis, or as a School Based trainee, by working less than full time hours and by undertaking the approved training at the same or lesser training time than a full time trainee.

(b) School Based Trainees will receive the relevant wage rate at Skill/Industry Levels A, B and C as applicable, as for School Leavers.

(c) The minimum weekly rate of pay for part time and school based trainees shall be calculated by taking the full time rates expressed above multiplied by 1.25. This minimum weekly rate of pay for part time and school based trainees is then divided by 38 in accordance with section 10 of the *Minimum Conditions of Employment Act 1993* to produce a minimum hourly rate of pay.

(6) Completed Traineeship – Continued Junior Employment

Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to the Traineeship Scheme, the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 1.6 – Definitions and Classification Structure, of this Award, and the wage rate relevant thereto as prescribed in

Clause 4.8 – Wages, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.

4.9.7 Industry/Skill Levels

The industry skill levels referred to in 4.9.6 are those described in General Order made by the Commission from time to time setting the minimum rates of pay for apprentices for the purposes of the *Minimum Conditions of Employment Act 1993* pursuant to section 50A of the Act.

PART 2 – CONSTRUCTION WORK

13. – WAGES

13.1 (1) Subject to Clause 15.1 – Special Allowances and Provisions of this PART 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.

13.2 (1) Classification

		Total Rate Per Week $
(a)	Instrumentation and Controls Tradesperson	1250.60
(b)	Instrument Tradesperson – Complex Systems	1180.70
(c)	Instrument Tradesperson/Instrument Fitter	1167.50
(d)	Scientific Instrument Maker	1167.50
(e)	Welder – Special Class	1154.80
(f)	Welder	1142.50
(g)	Electrician – Special Class	1180.70
(h)	Electrical Fitter	1142.50
(i)	Electrical Installer	1142.50
(j)	Boilermaker including Structural Steel Tradesperson	1142.50
(k)	Tradesperson the greater part of whose time is occupied in marking off and/or template making	1148.80
(l)	Mechanical Tradesperson – Special Class	1180.70
(m)	Tradesperson	1142.50
(n)	Pipe Fitter	1142.50
(o)	Fitter – Refrigeration	1142.50
(p)	Fitter – Window Frame	1142.50
(q)	Motor Mechanic	1142.50
(r)	Machinist – Engineering:	
	First Class	1142.50
	Second Class	1068.30
(s)	Certificated Rigger or Scaffolder	1096.00
(t)	Rigger or Scaffolder – Other	1079.40
(u)	Tool and Material Storesperson	1060.90
(v)	Tradesperson's Assistant	1042.10
(w)	Tradesperson's Assistant – who from time to time uses a grinding machine	1045.90
(x)	Lagger –	
	first 6 months' experience	1040.60
	2nd and 3rd six months' experience	1045.50
	4th and 5th six months' experience	1051.20
	thereafter	1054.70
(y)	Grinder using portable machine	1051.50
(z)	Crane Attendant and Dogger	1079.40
(aa)	Labourer	1014.00
(ab)	Sheetmetal Employee – First Class	1142.20
(ac)	Sheetmetal Employee – Second Class	1068.30

(2) A certificated rigger, other than a leading hand, who in compliance with the provisions of the regulations made

pursuant to the *Work Health and Safety Act 2020*, 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 (3) and not more than ten (10) other employees.

13.3 The ordinary weekly wage of an apprentice shall be calculated by applying the percentage applicable under 4.8.3 of Clause 4.8 – Wages of PART 1 – GENERAL of this Award to the rate prescribed for a "Tradesperson" in 13.2 for the construction work upon which they are engaged.

Note:

* *Adult apprentices aged 21 or more are entitled to receive the minimum adult apprentice wage, as set out in Clause 4.1.10 of this Award, or the relevant amount referred to above, whichever is the higher.*

* *The General Order on Wage structures for school-based and part-time apprentices applies to apprentices working under this Award.*

13.4 Construction Allowances

(1) In addition to the appropriate rates of pay prescribed in this clause an employee shall be paid –

(a) $76.20 per week if the employee is engaged on the construction of a large industrial undertaking or any large civil engineering project.

(b) $68.60 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 such employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.

(c) $40.20 per week if the employee is engaged otherwise on construction work falling within the definition of construction work in Clause 1.6 – Definitions and Classification Structure of PART 1 – GENERAL of this Award.

(2) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Commission.

13.5 Leading Hands

In addition to the appropriate total wage prescribed in this clause a leading hand shall be paid an allowance in the relevant amount specified in clause 30.2(a) of the Modern Award as adjusted from time to time.

13.6 (1) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice, the employer shall pay a tool allowance equal to the greater of $24.00 per week or the allowance contained in clause 30.2(c)(ii) of the Modern Award as adjusted from time to time. Any tool allowance paid pursuant to 13.6(1) shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.

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

(3) A tradesperson or an apprentice shall replace or pay for any tools supposed by their employer if lost through their negligence.

13.7 A casual employee shall be paid 25 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he or she is employed.

APPENDIX 3

CODE OF CONDUCT ON TWELVE-HOUR SHIFTS

1. Principles

The following principles underpin this Code of Conduct:

1.1 Twelve-hour shifts can present both risks and opportunities. Those risks and opportunities must be properly and adequately considered and balanced on a case-by-case basis.

1.2 The short-term risks of twelve-hour shifts include disrupted sleep patterns, fatigue, changes in eating habits, social isolation, psychological strain, and the increased risk of making mistakes at work.

1.3 Whereas the long-term risk associated with twelve-hour shifts includes an increased risk of developing cardiovascular disease, digestive disorders, fatigue-related illnesses, depression and anxiety, mood changes, susceptibility to suicide and self-harm, as well as breakdowns of relationships and family units.

1.4 While day work does not involve the same disturbances to circadian rhythms as night work, twelve-hour day work still increases the likelihood of the above risks occurring.

1.5 Well-designed rosters and proper support measures can help reduce fatigue, improve work-life balance, and provide extended rest and recovery opportunities for workers who perform twelve-hour shifts. For twelve-hour shift work to be advantageous, the increased leisure time must be used for recuperation and recreation, rather than as an opportunity for additional employment.

1.6 All workplaces that utilise twelve-hour shifts must do so with the health, safety, and well-being of employees as the primary consideration.

1.7 When considering the introduction or maintenance of twelve-hour shift arrangements, employers should take into account the impact of twelve-hour shifts on all workers, taking into account factors such as an employee's caring responsibilities.

2. Introduction of Twelve-Hour Shifts

2.1 The introduction of twelve-hour shifts should only be introduced where:

(a) there is a continuous work process or genuine operational requirement;

(b) the workload is not excessive;

(c) on-going and regular health and safety risk assessments are conducted on an employee-by-employee basis to monitor the risks associated with twelve-hour shifts;

(d) affected employees are fully consulted and have given majority support (in conjunction with their union) to the working of twelve-hour shifts; and

(e) wherever possible, steps have been taken to reduce overall working hours.

2.2 The introduction of twelve-hour shifts should be on a trial basis for twelve months to allow workers to evaluate the changed shifts.

3. Control Measures

3.1 **Risk** Assessment

3.1.1 The likelihood of a risk of injury or harm resulting from twelve-hour shifts will vary from person to person, and from task to task, and may change over the course of a person's working life. As such, employers who have implemented twelve-hour shifts must constantly monitor the effects of twelve-hour shifts on the health and safety of each of their individual workers. The primary mechanism for doing so should be through regular and ongoing risk assessments.

3.1.2 Wherever it is reasonably practicable to do so, employers should consult with affected employees, medical professionals, and unions when assessing the risks associated with twelve-hour shifts.

3.2 Rosters

3.2.1 Rosters must be developed in consultation with employees through their unions, and provisions must be made for ongoing consultation and resolution of disputes about the rosters.

3.2.2 To reduce the hazards associated with night and shift work, rosters should be designed to:

(a) have a maximum of two night shifts in succession;

(b) have at least a twelve-hour interval between shifts;

(c) have a short cycle period with regular rotations;

(d) have the day shift not start before 6:00 am;

(e) allow workers some flexibility about shift change times and shift length;

(f) provide, in addition to normal breaks, where practicable, an extended rest period during night shift;

(g) wherever possible, breaks should occur at the same time each night; and

(h) ensure that there is adequate employee coverage so workers are not required to work beyond 12 hours.

3.2.3 Overtime should not be worked in conjunction with twelve-hour shifts. In no circumstances should overtime work override the basic principles of roster design.

3.2.4 Where the work performed by employees is particularly hazardous or there is a higher risk of injury or death, those risks need to be accounted for in the development of rosters.

3.3 Additional **protections and support**

3.3.1 Persons under 18 should not be employed on twelve-hour night shifts.

3.3.2 Workers exposed to hazardous substances or circumstances (including noise and vibration) must not exceed safe exposure standards.

3.3.3 Where workers report adverse health effects or breakdowns in their personal circumstances that could be related to twelve-hour shifts, those reports must be adequately investigated and addressed by employers.

3.3.4 Employers must ensure that there is adequate health surveillance of workers engaged in twelve-hour shifts.

3.3.5 Employers should, as far as practicable, provide employees who work twelve-hour shifts with:

(a) clear information on fatigue, health, rest, and nutrition;

(b) safe transport options from the workplace where an employee reports feeling fatigued at the end of a twelve-hour shift;

(c) appropriate rest and break areas in the workplace;

(d) supervisor training on managing shift work;

(e) flexible work options for workers with childcare and family responsibilities;

(f) periodic health assessments;

(g) health counselling and transfer options where required;

(h) confidentiality of medical results;

(i) suitable alternate duties without financial disadvantage where a worker is unable to continue on shift work for health reasons.

2026 WAIRC 00649

Marine Stores Award

6. - RATES OF PAY

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

Classification	Minimum Rate$
General Hand	998.30
Sorter	998.30
Packer	998.30
Washer of Bottles	998.30
Cutter of Cloth	998.30

(2) Junior employees shall be paid the following percentage of the rate of pay for the class of work on which they are engaged:

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

(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.

6A. - MINIMUM WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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 00650

Masters, Mates and Engineers Passenger Ferries 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.

7. – RATES OF PAY

(1) The hourly rates of pay shall be:

Classification	$ per annum	ASNA	TOTAL	$ per hour
Skipper	38610	39574	78184	33.41
Engineer	37440	39058	76498	32.69
Mate	32760	37143	69903	29.87

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) This award shall not operate to cause an employee to suffer a reduction in ordinary time hourly earnings that such employee is receiving prior to the implementation of this award.

(3) Casual employees shall receive a 20% loading in addition to the appropriate hourly rate for all hours worked.

(4) Subclauses (3) and (4) 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 45

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 45 = $21.20

In this example adult weekly rates of pay would be increased by $21.20 per week.

2026 WAIRC 00651

Meat Industry (State) Award, 2003

1B. - 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.

16. - CLASSIFICATIONS AND WAGE RATES

(1) The following shall be the minimum weekly rates of wages payable to employees under this award who, for the purpose of this clause, shall be graded pursuant to the definitions contained and described in each subclause hereunder.

Career Progression and Promotion:

(a) The skills required in the establishment are broadly grouped in levels are detailed below. Employees working under these classifications shall work in any or all range of jobs within a level to the extent of their training, skills and qualifications. This may involve an employee working in a number of sections or departments depending upon work requirements including to meet short-term operational requirements.

(c) An employee may at any time carry out such duties and use tools and equipment as may be directed by the employer provided that the employee has been properly trained in the use of such tools and equipment.

(d) Any direction given by the employer in accordance with any of the above shall be consistent with the employer's obligations under the *Occupational Safety and Health Act 1984*.

(b) Employees shall be employed to carry out such duties as may be directed by the employer from time to time subject to the limits of their skills, competence and training.

(2) Adult Wage Rates

Classification Group	Minimum Rate Per Week	Minimum Rate Per Hour
PW - LEVEL 1	$998.30	$26.27
PW - LEVEL 2	$998.30	$26.27
PW - LEVEL 3	$1021.10	$26.87
PW - LEVEL 4	$1053.80	$27.73
PW - LEVEL 5 *	$1105.20	$29.08
PW - LEVEL 6	$1181.10	$31.08

* Key classification rate

(3) Skills and Classification Structure

(a) PROCESS WORKER - LEVEL 1

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months. At this level an employee performs routine duties essentially of a manual nature and to the level of their training –

Skills / Duties -

* Works under direct supervision.
* Exercises minimal judgement.
* Works to defined procedures.
* May perform general cleaning duties.
* Is undertaking on the job training that shall include basic hygiene requirements, health and safetyrequirements as well as basic safe working practices and basic industrial relations procedures, for aninitial period not exceeding three months.

Job Description -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform –

1. Labourer with less than 3 months service.

(b) PROCESS WORKER - LEVEL 2

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 1 and to the level of their training –

Skills / Duties -In addition to the skills / duties required at Level 1, the following skills are required at this level –

* Works under direct supervision but with responsibility for the quality of their work.
* Operates basic machinery and equipment.
* Exercises limited judgement.
* Operates from a basic set of procedures and instructions.
* Has an undertaking of and undertakes basic quality control / assurance procedures.
* Operates flexibly between packing stations.

And may :

- Have a basic understanding of quality control, meat handling and hygiene process and techniques
.
- Possess some internally / external customer service skills.

- Use a range of basic hand tools.
- Is responsible for the quality of their work.
- Operates hand trolleys and pallet trucks.
- Works in a team environment.
- Exercise basic keyboard skills.

Job Description -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Carton room hand.
2. Chiller room hand undergoing training.
3. Cook assistant.
4. Knife hand
5. Labourer with more than 3 months service.
6. Labourer with more than 3 months experience in the meat industry.
7. Laundry employee.
8. Meat loading and lumping.
9. Packer / spotter undergoing training.
10. Sastek operator undergoing training.
11. Stock person
12. Strapping / gluing machinery operator.
13. Table hand
14. Trimmer Whizz and Knife Operator not associated with a constant unit rate system.

(c) PROCESS WORKER - LEVEL 3

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 2 and to the level of their training –

Skills / Duties -In addition to the skills / duties required at Level 2, the following skills are required at this level –

* Exercise discretion within the scope of this level.
* Use relevant tools and equipment.
* Possess and utilise numeracy and literacy skills.
* Have responsibility for the quality of their work subject to routine supervision.
* Be able to work in a team environment.

And may :

- Assist in the provision of on the job training to a limited degree.
- Have a sound understanding of meat handling, processing and quality assurance requirements and procedures.

- Have a knowledge of and perform to customer specification requirements.
- Possess good knife skills and utilise them where applicable.
- Perform routine maintenance on equipment.
- Receive on / off the job training.
- Exercise intermediate keyboard skills.

Job Description -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform –

1. By-products operator competent on one machine.
2. Clerk employed on a constant unit rate system.
3. Driver of Vehicle 1.25 to 4.50 tonne.
4. Fork lift driver up to and including 5 tonne lifting capacity.
5. Meat slicer operator.
6. Mixing machine / blender.
7. Offal room / running casing.
8. Packer / spotter (all tasks in boning room or slaughter floor, excluding operation of vacuum packing machinery)
9. Pickle - pumper.
10. Sastek operator using basic keyboard skills.
11. Skinning.
12. Stockperson / receiver.
13. Store duties.
14. Team Leader or Leading Hand for Level 1 and 2 positions.
15. Trimmer (all tasks).
16. Trimmer Whizzard and knife operator not associated with a constant unit rate system.

And the inclusion of :

- Boner (undergoing training).
- Leaner.
- Packer (knowledge of all packs, all species and able to rotate to every work station).
- Packer / spotter (knowledge of all packs, all species and able to rotate to every work station).
- Sastek operator with Ausmeat accreditation with all species.
- Slaughter floor and Boning room and operate and grade cryo-vac.
- Slaughter person (undergoing training).
- Slicer (undergoing training).
- Vacuum packing grader.

(d) PROCESS WORKER - LEVEL 4

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 3 and to the level of their training –

Skills / Duties -In addition to the skills / duties required at Level 3, the following skills are required at this level –

* Exercise discretion

* Have a sound working knowledge of quality assurance, customer specification and Ausmeat and AQIS requirements.

* Work under little supervision either individually or in a team environment.

And may :

- Assist in the provision of on the job training to a limited degree.

- Perform basic maintenance and operate all relevant equipment.

- Have and utilise numeracy and literacy skills.

- Have First Aid training.

- Receive on or off the job training.

- Exercise advance keyboard skills.

Job Description -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform –

1. Boner (not able to perform all cuts on a single species and rotate to all stations).

2. By-products operator competent on two machines.

3. Clerk employed on a constant unit rate system.

4. Curer.

5. Driver of Vehicle 4.50 to 13.90 tonne.

6. Dry / smoking hams.

7. Packer (knowledge of all packs, all species, and able to rotate to every work station).

8. Quality Assurance monitor undergoing training.

9. Sastek operator (Grader).

10. Slaughter floor assistant.

11. Slaughter floor and Boning room vacuum packaging grader.

12. Slaughter person (not able to perform all cuts on a single species and rotate to all stations).

13. Slicer (not able to perform all cuts on a single species and rotate to all stations).

14. Team Leader or Leading Hand for Level 2 and 3 positions.

(e) PROCESS WORKER - LEVEL 5

An employee at this level has received on and / or off the job training which may include the attainment of a relevant trade qualification or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 4 and to the level of their training –

Skills / Duties -In addition to the skills / duties required at Level 4, the following skills are required at this level –

* Be responsible for assessing the quality of their own and others work.

* Work under little or no supervision

* Assist in the provision of on the job training to a limited degree.

* Possess a detailed knowledge of quality assurance, Ausmeat and AQIS and customer specifications.
* Possess and utilise numeracy and literacy skills.

* Have completed an apprenticeship or equivalent.

* Co-ordinate work in a team environment.

And may :

- Possess and utilises superior knife skills.

- Be able to perform all tasks.

- Have achieved a certificate AQF Level 3.

Job Description -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform –

1. Boner (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).

2. By-products operator competent on all machinery with full working knowledge of start and stop sequence
.
3. Packer / spotter (knowledge of all packs, all species, able to rotate to every work station, Slaughter floor and Boning room and operate and grade vac packing).

4. Quality Assurance Officer (Ausmeat accreditation).

5. Sastek Operator (Grader).

6. Slaughter person (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
7. Slicer (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).

8. Smallgoods maker.

9. Team Leader or Leading Hand for position up to Level 4.

10. Trades person Butcher.

(f) PROCESS WORKER - LEVEL 6

An employee at this level has received on and / or off the job training so as to enable the employee to perform work within the scope of this level and holds an appropriate trade qualification. At this level an employee performs work above and beyond the skills of an employee at Level 5 and to the level of their training –

Skills / Duties -In addition to the skills / duties required at Level 5, the following skills are required at this level –

* Train other employees

Job Description -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform
-

1. Boner (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).

2. Slicer (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).

3. Slaughter person (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).

4 Team Leader or Leading Hand for position up to Level 5.

(4) Apprentices:

The rates of wages to be paid to apprentices shall be based on the following percentage to the key classification rate:

(a)	Four year term	%
	First year	40
	Second year	50
	Third year	75
	Fourth year	95
(b)	Three year term	%
	First year	50
	Second year	75
	Third year	95

(5) Junior employees:

(a) Other than drivers of motor vehicles, the minimum weekly wage rates for juniors shall be based on the following percentage of the total adult wage applicable to the classification in which they are employed:

	%
Under 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

(b) The minimum weekly wage rates for junior employees employed as drivers of motor vehicles shall be based on the following percentage of the total adult wage for the capacity of the vehicle being driven:

	%
Under 19 years of age	70
19 to 20 years of age	80
20 and over years of age	100

(6) Subject to the provisions of this clause an employer may, at the election of the employer, renumerate employees under an incentive or bonus payment system as an alternative in lieu of or in addition to the time work payment system prescribed in this award.

17. - WORK OF EMPLOYEES IN BONING ROOMS

(1) (a) "Boner" - a boner's work shall be the boning out whole carcasses of beef, veal, mutton, lamb, pork, goats and / or piecemeats in any of those categories. The foreperson shall direct the boning method required, that is, straight or specified boning and s/ or piecemeat boning.

(i) Straight boning shall mean any type of boning on benches or rails other than specified or piecemeat boning.

(ii) Specified or piecemeats boning shall mean the type of cut that the employer or foreperson directs the boner to carry out.

(b) The duties of a slicer shall be the removal of sinews, serous membrane, lymph glands, excessive fat, dirt, foreign material, skinning out and slicing to size (including cubing), removal of any portion of parts, and placing (but not packing) into cartons or boxes as required.

Provided that the task of cubing shall not be required of an employee engaged in the classification of slicer employed on a constant unit system of operation and remuneration except by agreement between the union and the employees concerned and the approval of the Commission.

(c) The duties of a pre-trimmer shall be the removal of seeds, burrs, hair, hide or wool pieces, contamination or other foreign materials.

(d) The duties of a spotter / packer shall be to inspect meat, before packing, for quality and / or specification and may include the removal of hair, dirt or pieces of sinew with a knife, shears or scissors (but not including trimming or slicing) and the wrapping of meat when required and packing it in cartons or boxes.

(2) (a) Boning Equivalents - For the purpose of computing the daily constant unit rate the following equivalents shall apply:

(i) Beef :

- One side shall equal two quarters of beef.
- One hindquarter shall equal one quarter of beef.
- One forequarter shall equal one quarter of beef.
- One forequarter or hindquarter from a body weighing over 318 kilograms shall equal one

and one half quarters of beef.

- Five briskets shall equal one quarter of beef.
- Seven briskets with shin shall equal two quarters of beef.
- Three rumps and loins shall equal two quarters of beef.
- Fifteen shins shall equal one quarter of beef.
- Two necks and blades shall equal one quarter of beef.
- Two ribs and two briskets shall equal one quarter of beef.
- Three crops shall equal two quarters of beef.
- Three shoulders shall equal two quarters of beef.
- Three chucks and blades shall equal two quarters of beef.
- Five butts shall equal two quarters of beef.
- Five briskets with shin and portion of clod bone attached shall equal
- Two quarters of beef.
- Three loins shall equal one quarter of beef.
- Bulls and genuine stags weighing:

  under 136 kilograms shall equal one carcass of beef

  136 kilograms to 272 kilograms shall equal 1.5 carcasses of beef

  272.6 kilograms and over shall equal two carcasses of beef.

  A "genuine stag" means a fully grown animal that exhibits characteristics of a bull including a definite neck crest. Any dispute arising from this definition shall be determined by a meat inspector.

(ii) Sheep and Goats:

- One carcass under 29 kilograms or one trunk with chump or portion of chump attached shall equal one carcass.
- One carcass or one trunk with chump or portion of chump attached over 29 kilograms and under 41 kilograms shall equal one and one-half carcasses.
- One carcass 41 kilograms or over shall equal two carcasses.
- One ram lamb 16.3 kilograms and over shall equal one and a half carcasses.
- One ram or genuine stag shall equal two carcasses.
- One billy goat 18 kilograms and over shall equal two carcasses.
- Trunks:

  On bench or table - four trunks shall equal three carcasses.

  From a carcass on rail or chain - one trunk shall equal one carcass.
- Four pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Two pairs of hindquarters shall equal one carcass.
- Two pairs of forequarters shall equal one carcass.
- When carcasses are boned out, ribbed or birdcaged, each such carcass shall equal one and one-quarter carcasses.

(iii) Vealers:

- One calf of and less than 27 kilograms or trunk with chump or portion of chump attached shall equal one carcass.
- One calf or one trunk with chump or portion of chump attached over
- 27 kilograms and less than 54 kilograms shall equal one and a half carcasses.
- One calf of and over 54 kilograms and under 90 kilograms shall equal three carcasses.
- Three pairs of loins shall equal one carcass.
- Four trunks shall equal three carcasses.
- Four pairs of legs shall equal one carcass.
- Two pairs of hindquarters shall equal one carcass.

- Two pairs of forequarters shall equal one carcass.

Liberty is reserved to the applicant to apply to vary any of the provisions of this subparagraph.

(iv) Pigs:

Liberty is reserved to the parties to apply to vary this paragraph to provide equivalents for the purpose of computing the daily constant unit rate for the boning of pigs.

(b) Liberty to apply to vary this subclause is reserved to the parties in the event of the introduction of new methods of boning.

(3) (a) Slicing Equivalents - For the purpose of computing the daily constant unit rate the following equivalents shall apply:

(i) Beef:

- One side shall equal two quarters of beef.
- One hindquarter shall equal one quarter of beef.
- One forequarter shall equal one quarter of beef.
- One forequarter or hindquarter from a body weighing over 318 kilograms shall equal one and one-half quarters.
- Five briskets shall equal one quarter of beef.
- Seven briskets with shin shall equal two quarters of beef.
- Three rumps and loins shall equal two quarters of beef.
- Fifteen shins shall equal one quarter of beef.
- Two necks and blades shall equal one quarter of beef.
- Two ribs and two briskets shall equal one quarter of beef.
- Three crops shall equal two quarters of beef.
- Three shoulders shall equal two quarters of beef.
- Three chucks and blades shall equal two quarters of beef.
- Five butts shall equal two quarters of beef.
- Five briskets with shin and portion of clod bones attached shall equal two quarters of beef.
- * Three loins shall equal one quarter of beef.
- * Bulls and genuine stag weighing under 182 kilograms shall equal one carcass of beef
- 182 kilograms but less than 363 kilograms shall equal 1.5 carcasses
- of beef
- 363 kilograms and over shall equal two carcasses of beef.

A Meat Inspector shall determine any dispute arising from this definition.

(ii) Sheep and Goats:

- One carcass under 29 kilograms or one trunk with chump or portion of chump attached shall equal one carcass.
- One carcass or one trunk with chump or portion of chump attached of and over 29 kilograms but under 41 kilograms shall equal one and one-half carcasses.
- One carcass 41 kilograms or over shall equal two carcasses.
- One ram lamb 16.3 kilograms and over shall equal one and a half carcasses.
- One ram or genuine stag shall equal two carcasses.
- One billy goat 18 kilograms and over shall equal two carcasses.
- Four trunks shall equal three carcasses.
- Four pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Two pairs of hindquarters shall equal one carcass.
- Two pairs of forequarters shall equal one carcass.

(iii) Vealers:

- One calf of and less than 27 kilograms or trunk with chump or portion of chump attached shall equal one carcass.

- One calf or one trunk with chump or portion of chump attached over
- 27 kilograms and less than 54 kilograms shall equal one and a half
- carcasses.
- One calf of and over 54 kilograms and under 90 kilograms shall equal
- three carcasses.
- Three pairs of loins shall equal one carcass.
- Four trunks shall equal three carcasses.
- Four pairs of legs shall equal one carcass.
- Two pairs of hindquarters shall equal one carcass.
- Two pairs of forequarters shall equal one carcass.
-

Liberty is reserved to the applicant to apply to vary any of the provisions of this subparagraph.

(iv) Pigs:

Liberty is reserved to the parties to apply to vary this paragraph to provide equivalents for the purpose of computing daily constant unit rates for the slicing of pigs.

(4) The ratio of slicers to boners employed on a full-time basis shall be one slicer to each boner except where otherwise agreed upon in writing between an employer and the union of employees.

(5) Notwithstanding the provisions of subclause (4) of this clause, in any establishment which operates an on-rail (mechanical) quarter boning system, the ratios of slicers to boners may be fixed by agreement between the employer and the union of employees and in the event of a disagreement it shall be referred to the Commission for determination.

(6) Constant unit rate employees who are kept waiting, for stock or by any interruption of work not caused by the employees employed on a constant unit rate system of operation, in excess of the aggregate of 15 minutes in any day, shall be paid at time rates until the stock arrives or work resumes.

(7) Subject to the breakdown provisions of clause 8 (1)(h). - Contract of Employment of this award, on any day that the minimum daily production is not processed, a constant unit rate employee shall be paid one fifth of their classification rate of wage.

(8) (a) When the minimum daily production requirements or the equivalents thereof are exceeded an employee employed on a constant unit rate system of operation shall be paid the relevant constant unit rate for each such excess carcass or equivalent thereof processed, provided that when such excess to the minimum daily production requirements or equivalent is processed outside of the ordinary working hours Monday to Friday (both inclusive), an employee engaged on a constant unit rate system of operation shall not receive overtime rates of payment.

(b) When an employee employed on a constant unit rate system of operation is required to work on a Saturday, Sunday or holiday, he or she shall be paid the relevant constant unit rate prescribed in subclause (10) and subclause (11) of this clause for each carcass or equivalent thereof processed.

(9) For the purpose of computing the level of production required to achieve the minimum daily production and additional payments prescribed in this clause, shall apply as follows:

(a) Sheep, lamb or goats (domestic) shall equal 74 units

(b) Sheep, lamb or goats (export) shall equal 70 units

(c) Beef or calves (all establishments) shall equal 13 units

(10) Boning Rates -

(a) Monday to Friday (both inclusive):

	Constant Unit Rate		**Minimum Daily** Rate(All Establishments)		
Species	**Domestic Establishments**	**Export Establishments**	PW - LEVEL 4	PW - LEVEL 5	PW - LEVEL 6
Cattle / Calf	$10.61	$10.61	$210.74	$221.05	$236.21
Goats	$1.60	$1.70	$210.74	$221.05	$236.21
Sheep / Lamb	$1.60	$1.70	$210.74	$221.05	$236.21

(b) Saturday:

	Constant Unit Rate		**Minimum Hourly** Rate(All Establishments)		

Species	Domestic Establishments	Export Establishments	PW - LEVEL 4		PW - LEVEL 5		PW - LEVEL 6	
			<2 hrs	**>2 hrs**	**<2 hrs**	**>2 hrs**	**<2 hrs**	**>2 hrs**
Cattle / Calf	$17.06	$17.06	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Goats	$2.65	$2.80	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Sheep / Lamb	$2.65	$2.80	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16

(c) Sunday:

	Constant Unit Rate		**Minimum Hourly**Rate(All Establishments)		
Species	**Domestic Establishments**	**Export Establishments**	PW - LEVEL 4	PW - LEVEL 5	PW - LEVEL 6
Cattle / Calf	$18.26	$18.26	$55.46	$58.16	$62.16
Goats	$2.85	$3.00	$55.46	$58.16	$62.16
Sheep / Lamb	$2.85	$3.00	$55.46	$58.16	$62.16

(d) Public Holiday:

	Constant Unit Rate		**Minimum Daily Rate (All Establishments)**		
Species	**Domestic Establishments**	**Export Establishments**	**PW - Level 4**	**PW - Level 5**	**PW - Level 6**
Cattle / Calf	$22.83	$22.83	$69.33	$72.70	$77.70
Goats	$3.55	$3.75	$69.33	$72.70	$77.70
Sheep / Lamb	$3.55	$3.75	$69.33	$72.70	$77.70

(11) Slicing Rates -

(a) Monday to Friday (both inclusive):

	Constant Unit Rate		**Minimum Daily Rate (All Establishments)**		
Species	**Domestic Establishments**	**Export Establishments**	**PW - Level 4**	**PW - Level 5**	**PW - Level 6**
Cattle / Calf	$9.98	$9.98	$210.74	$221.05	$236.21
Goats	$1.50	$1.60	$210.74	$221.05	$236.21
Sheep / Lamb	$1.50	$1.60	$210.74	$221.05	$236.21

(b) Saturday:

	Constant Unit Rate		**Minimum Hourly Rate (All Establishments)**					
Species	**Domestic Establishments**	**Export Establishments**	**PW - Level 4**		**PW - Level 5**		**PW - Level 6**	
			< 2 hrs	**> 2 hrs**	**< 2 hrs**	**> 2 hrs**	**< 2 hrs**	**> 2 hrs**
Cattle / Calf	$15.90	$15.90	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Goats	$2.50	$2.65	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Sheep / Lamb	$2.50	$2.65	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16

(c) Sunday:

	Constant Unit Rate		**Minimum Hourly Rate (All Establishments)**

Species	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	$17.02	$17.02	$55.46	$58.16	$62.16
Goats	$2.70.	$2.85	$55.46	$58.16	$62.16
Sheep / Lamb	$2.70	$2.85	$55.46	$58.16	$62.16

(d) Public Holiday:

	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
Species	**Domestic Establishments**	**Export Establishments**	**PW - Level 4**	**PW - Level 5**	**PW - Level 6**
Cattle / Calf	$21.27	$21.27	$69.33	$72.70	$77.70
Goats	$3.35	$3.55	$69.33	$72.70	$77.70
Sheep / Lamb	$3.35	$3.55	$69.33	$72.70	$77.70

(12) Additional Allowances (other than for Boners and Slicers) -

(a) In any boning room where boners and / or slicers are employed and paid on a constant unit rate system of operation or on time work, employees engaged in any of the callings specified in paragraph (c) of this subclause, shall be paid an allowance per day in accordance with the provisions of paragraph (d) of this subclause for each quarter or carcass or equivalent thereof, (except bulls and genuine stags, ram lambs, rams and genuine stags and birdcaging) processed by boners in excess of the minimum daily production requirement prescribed for boners in subclause (2) of this clause (and in the case of beef the minimum daily production requirement to be applied for the purposes of this subclause shall be that prescribed for table or fixed hook boning) in addition to the rates of wages to which they are entitled pursuant to clause 16. - Classifications and Wage Rates of this award.

(b) For the purpose of computing the level of production required to achieve the minimum daily production prescribed in this subclause, the following shall apply:

(i) Sheep, lamb or goats (domestic) shall equal 74 units

(ii) Sheep, lamb or goats (export) shall equal 70 units

(iii) Beef or calves (all establishments) shall equal 13 units

(c) An employee to whom this subclause applies shall receive an additional allowance of $3.00 per day.

(d) The additional allowances referred to in this subclause shall apply to those process workers employed in the boning room from the point where the carcasses enter this room to the chillers door.

(e) Liberty is reserved to the parties to this award to apply to vary the allowances described in paragraph (c) of this subclause every twelve months in accordance with the annual percentage change in the Consumer Price Index (All Groups) Australian Bureau of Statistics Catalogue No. 6401.0 for Perth.

(f) The provisions of this subclause shall not affect the right of the employer to require any employee entitled to the payment of the additional allowances prescribed herein to work the ordinary hours of work as prescribed by clause 25. - Hours and Rosters of this award, or the obligation of the employees to work as so required by the employer.

(13) The provisions of this clause shall not apply to employees employed by employers respondents to this award in the industry of receiving, yarding, killing and dressing or preparation of pigs and the preparation and manufacture of smallgoods and bacon therefrom for sale by retail, auction, wholesale or processing for export and who, prior to the issuance of this award, were subject to the provisions of the "Meat Industry (Bacon Curing and Smallgoods Manufacturing)" Award No. 5 of 1974 as varied.

(14) Liberty is reserved to the union to apply to vary the provisions of this clause to provide for constant unit rates and equivalents for boners and / or slicers processing carcasses for the pet food industry.

(15) The parties to this award shall review the constant unit rates values prescribed in this clause no later than 30 September of each year.

18. - WORK OF EMPLOYEES IN SLAUGHTERING SECTIONS

(1) Slaughter person shall mean an employee who, in killing and / or dressing livestock performs one or more of the following tasks:

(a) Cattle (On-Rail System):

* Knocking

* Shackling

* Hoisting
* Washing anus and pit
* Sticking (bleeding)
* Tying weasand
* Rodding or elastrating weasand
* Removing fore hocks
* Cheeking or skinning heads adjacent to rail
* Removing heads and placing on adjacent table, chain, or head washing cabinet
* Skinning first leg
* Removing udders, pizzles and testicles
* Removing first hind hock
* Changing over (first leg)
* Skinning second leg
* Removing second hind hock
* Changing over (second leg)
* Clearing butts
* Splitting hide to brisket
* Clearing rosettes
* Clearing necks
* Clearing briskets
* Flanking
* Siding
* Necking
* Rumping
* Backing off
* Skinning tail
* Removing tip of tail
* Operating downward or upward hide pullers and all tasks incidental thereto
* Jointing tail
* Dropping hide to conveyor or trolley
* Marking tail
* Dropping bung
* Tying bung
* Operating lowerator
* Marking and sawing briskets
* Opening up
* Fronting out (and removing kidneys and enuncleating kidneys if required)
* Removing offal and pluck and placing
* Removing skirt
* Splitting paddywhack
* Sawing down.

Note: -

(i) The foregoing duties may be varied or deleted by agreement between the employer and the union or in default of agreement by decision of the Commission.

(ii) The work of skinning bullocks heads shall only be performed by a member of the slaughtering team when the head skinning rail is adjacent to the head removal area and does not inconvenience the normal work of the team.

(iii) The task of removing and / or enuncleating kidneys may continue to be required of a slaughter person in establishments where it was so performed by a slaughter person prior to the 16th day of June 1983 and may be required of a slaughter person when it is incidental to "fronting out" in any other establishment by agreement between the employer and the union.

(b) Cattle and / or Calves (Solo, Bed or Cradle System):

* Knocking
* Tipping out of crush (box)
* Shackling
* Sticking (bleeding)
* Skinning heads and/or cheeking
* Removing heads and placing
* Lowering
* Pritching
* Removing feet (footing off)
* Skinning legs
* Freeing and tying weasand
* Grounding
* Backing down
* Necking off
* Jointing tail
* Skinning tail
* Dropping hide to trolley or chute
* Cutting or sawing brisket
* Cutting or sawing H-bone
* Opening up
* Placing rollers and tree
* Hoisting
* Removing udders, pizzles and testicles
* Dropping bung
* Tying bung
* Fronting out (and removing and/or enuncleating kidneys if required)
* Removing offal and pluck and placing
* Removing skirt
* Removing heart
* Splitting paddywhack
* Sawing down
* Hanging off.

Note:

The task of removing and / or enuncleating kidneys may continue to be required of a slaughter person in any establishment where it was so performed by a slaughter person prior to the 16th day of June, 1983 and may be required of a slaughter person when it is incidental to "fronting out" in any other establishment by agreement between the employer and the union.

(c) Sheep, Lambs or Goats

(On-Rail Mechanical Chain System):

* Catching (if no restraining race used)
* Stunning (on teams of 25 men or more)
* Sticking
* Shackling
* Skinning hind legs
* Papering hind legs
* Removing hind trotters
* Skinning fore legs
* Removing tongue
* Removing sweetbreads

* Cheeking
* Clearing and tying weasand
* Clearing and knifing brisket
* Splitting skin
* Removing front trotters
* Flanking
* Clearing tail and rectum gut
* Pelting off skins
* Scalping
* Removing heads
* Opening up
* Freeing, milking, cutting off and tying rectum and bladder
* Splitting or sawing briskets
* Removing paunch, runners and pluck and placing.

Note:

The above duties shall also apply on mutton chains operating in an establishment processing for local consumption and not for export excluding the tasks of papering hind legs and freeing, milking, cutting off and tying rectum and bladder.

(d) Sheep and / or Lambs (Solo-Hook and Bed System):

* Catching (scruffing)
* Sticking
* Skinning legs
* Skinning cheeks
* Removing trotters
* Removing sweetbreads
* Removing tongues
* Removing heads
* Punching briskets
* Clearing and tying weasands
* Inserting gambrel
* Hanging up
* Splitting skin
* Flanking
* Thumbing up
* Clearing tail, rectum gut and chump
* Pelting off and throwing to adjacent shute or receptacle
* Opening up
* Removing paunch, runners, offal and pluck and placing as required
* Splitting brisket
* Hanging off.

(e) Sheep and / or Lambs (Dead Rail System):

* Scruffing (catching)
* Sticking
* Shackling
* Pushing to legging rail
* Skinning hind legs
* Papering hind legs
* Placing long hook or bent gambrel and skid
* Removing hind trotters
* Inserting gambrel or removing long hook

* Pushing to spreader rail
* Inserting spreader and hanging
* Skinning fore legs
* Clearing brisket
* Clearing and tying weasand
* Removing sweatbreads
* Removing tongue
* Cheeking head
* Scalping head
* Removing head
* Removing spreader
* Removing fore trotters
* Pushing
* Clearing tail, rectum gut and chump
* Flanking
* Clearing shoulders
* Pelting off and throwing to adjacent shute or receptacle
* Opening up
* Dropping bung
* Removing paunch, runners, offal and pluck and placing
* Splitting brisket
* Pushing off.

(f) Pigs:

* Shooting or stunning
* Sticking
* Shackling
* Bleeding
* Handling into scald tank or de-hairing machine
* Hanging up
* Scraping
* Shaving and thoroughly cleaning (including washing)
* Removing toe nails
* Removing and/or cleaning ears
* Ham stringing
* Hanging up
* Dropping bung
* Opening up
* Fronting out
* Splitting brisket
* Removing offal and pluck and placing
* Washing
* Tucking up
* Hanging off.

(2) "Trimmer" - The work of a trimmer shall be the removal of sinews, excessive fat, dirt, hair, hide or wool pieces and foreign material, and the removal of any portion or parts of a carcass or offal as required and shall include the use of a saw and assisting with cleaning down operations on the completion of the day's work.

(3) Slaughtering Equivalents -

The following provisions shall apply to slaughter persons engaged in slaughtering establishments employing three or more slaughter persons on any day for the following species:

(a) Cattle and Calf Rates -

(i) Solo dressing - For the purpose of computing solo constant unit rates, calves shall count as cattle in the following ratio:

Up to 45 kilograms dressed weight 2.50:1

Over 45 kilograms and up to 67.7 kilograms dressed weight 1.50:1

Over 67.7 kilograms and up to 91 kilograms dressed weight 1.25:1

Over 91 kilograms dressed weight 1:1

(ii) Where, a slaughter person is required to skin a calf during the killing and dressing process, the ratio shall be 1:1 for all weights.

(iii) Where, a slaughter person is required to skin a calf carcass after it has been chilled, one calf shall equal one and one half bodies of beef.

Liberty is reserved to the applicant to apply to vary the provisions of this

paragraph and provisions of this paragraph and to seek to include a provision

for killing and dressing calves on a small stock chain.

(b) Sheep, Lamb and Goat Rates -

(i) Goats -

The ordinary rate to be paid for slaughtering billy goats shall be double the sheep and lamb rate.

(4) For the purpose of computing the level of production required to achieve the minimum daily production payments prescribed in this clause, the following shall apply:

(a) Sheep, lamb or goats (domestic) shall equal 74 units

(b) Sheep, lamb or goats (export) shall equal 70 units

(c) Beef or calves (all establishments) shall equal 13 units

(d) Pigs (all establishments) -

(i) De-hairing machine:

up to 91 kilograms shall equal 40 units

(ii) Hand dressed:

up to 36 kilograms shall equal 22 units

37 kilograms to 91 kilograms shall equal 16 units

over 91 kilograms shall equal 8 units

(iii) Chopper pigs shall equal 12.5 units

"Chopper pig" means a pig that has passed the maximum weight of a baconer and is processed by the removal of the skin not de-haired.

(5) Slaughtering Rates -

(a) Monday to Friday (both inclusive):

	Constant Unit Rate		**Minimum Daily Rate (All Establishments)**		
Species	**Domestic Establishments**	**Export Establishments**	**PW - Level 4**	**PW - Level 5**	**PW - Level 6**
Cattle / Calf	$9.50	$9.50	$210.74	$221.05	$236.21
Goats	$1.60	$1.70	$210.74	$221.05	$236.21
Sheep / Lamb	$1.60	$1.70	$210.74	$221.05	$236.21
Pigs (de-hairing machine) Up to 91 kgs	$3.05	$3.05	$210.74	$221.05	$236.21
Pigs (hand dressed) Up to 36 kgs	$5.55	$5.55	$210.74	$221.05	$236.21
Pigs (hand dressed) 37 kgs to 91 kgs	$7.65	$7.65	$210.74	$221.05	$236.21
Pigs (hand dressed) 77 kgs to 91 kgs	$8.40	$8.40	$210.74	$221.05	$236.21
Pigs (hand dressed) Over 91 kgs	$13.10	$13.10	$210.74	$221.05	$236.21
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	$9.50	$9.50	$210.74	$221.05	$236.21

(b) Saturday:

	Constant Unit Rate		**Minimum Hourly Rate (All Establishments)**					
Species	**Domestic Establishments**	**Export Establishments**	**PW - Level 4**		**PW - Level 5**		**PW - Level 6**	
			<2 hrs	**>2 hrs**	**<2 hrs**	**>2 hrs**	**<2 hrs**	**>2 hrs**
Cattle / Calf	$15.10	$15.10	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Goats	$2.65	$2.80	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Sheep / Lamb	$2.65	$2.80	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Pigs (de-hairing machine) Up to 91	$4.90	$4.90	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16

kgs								
Pigs (hand dressed) Up to 36 kgs	$8.90	$8.90	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Pigs (hand dressed) 37 kgs to 91 kgs	$12.25	$12.25	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Pigs (hand dressed) 77 kgs to 91 kgs	$15.70	$15.70	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Pigs (hand dressed) Over 91 kgs	$24.50	$24.50	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	$15.10	$15.10	$41.60	$55.46	$43.62	$58.16	$46.62	$62.16

(c) Sunday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - LEVEL 4	PW - LEVEL 5	PW - LEVEL 6
Cattle / Calf	$16.15	$16.15	$55.46	$58.16	$62.16
Goats	$2.85	$3.00	$55.46	$58.16	$62.16
Sheep / Lamb	$2.85	$3.00	$55.46	$58.16	$62.16
Pigs (de-hairing machine) Up to 91 kgs	$5.25	$5.25	$55.46	$58.16	$62.16
Pigs (hand dressed) Up to 36 kgs	$9.55	$9.55	$55.46	$58.16	$62.16
Pigs (hand dressed) 37 kgs to 91 kgs	$13.10	$13.10	$55.46	$58.16	$62.16
Pigs (hand dressed) 77 kgs to 91 kgs	$16.80	$16.80	$55.46	$58.16	$62.16
Pigs (hand dressed) Over 91 kgs	$26.25	$26.25	$55.46	$58.16	$62.16
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	$16.15	$16.15	$55.46	$58.16	$62.16

(d) Public Holiday:

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - LEVEL 4	PW - LEVEL 5	PW - LEVEL 6
Cattle / Calf	$20.20	$20.20	$69.33	$72.70	$77.70
Goats	$3.55	$3.75	$69.33	$72.70	$77.70
Sheep / Lamb	$3.55	$3.75	$69.33	$72.70	$77.70
Pigs (de-hairing machine) Up to 91 kgs	$6.55	$6.55	$69.33	$72.70	$77.70
Pigs (hand dressed) Up to 36 kgs	$11.90	$11.90	$69.33	$72.70	$77.70
Pigs (hand dressed) 37 kgs to 91 kgs	$16.40	$16.40	$69.33	$72.70	$77.70
Pigs (hand dressed) 77 kgs to 91 kgs	$21.00	$21.00	$69.33	$72.70	$77.70
Pigs (hand dressed) Over 91 kgs	$32.80	$32.80	$69.33	$72.70	$77.70
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	$20.20	$20.20	$69.33	$72.70	$77.70

(6) Penalty rates - Slaughter person.

(a) Bulls and genuine stags - 136 kilograms and over - double rate.

"Genuine stag" means a fully grown animal that exhibits characteristics of a bull including a definite neck crest.

(b) A ram or genuine stag, being an animal that has been castrated late or after maturity, which fully exhibits ram characteristics but not a wether that has been burdizzed, shall be paid for at double rates.

(c) (i) Full wool sheep or lambs, sheep over 28 kilograms chilled weight as shown on the scales shall be paid for at rate and a half.

A "full wool sheep" or "lamb" shall mean one with wool eight centimetres or more in length, measured between the shoulders.

(ii) The employer shall be deemed to have complied with this paragraph on any day upon which he pays an amount, to be divided equally amongst the whole of the team, agreed in writing with the union party to this award.

(iii) Ram lambs shall be paid for at rate and a half.

(d) (i) Pigs weighing over 91 kilograms de-hairing machine - double rates

(ii) Boars - except as provided in placitum (iii) of this paragraph - double rate.

(iii) Boars - Intensively Bred -

In excess of 50 kilograms but not more than 55 kilograms - rate and one quarter

In excess of 55 kilograms but not more than 65 kilograms - rate and one half

In excess of 65 kilograms - double rates.

(e) Additional Allowances (other than for Slaughter persons).

(i) This subclause shall apply to those employees engaged in classifications other than that of "slaughter person" and who work in conjunction or combination with slaughter person on the process of killing and dressing sheep, lambs, goats, cattle and / or calves, on the slaughter floor of an abattoir.

(ii) For the purpose of this paragraph, the process of killing and dressing sheep, lambs, goats, cattle and / or calves, relates solely to the tasks performed upon the animal or the carcass from the time it is washed in and / or fed up a race or scruffed and pushed to the chillers or weighed, branded and recorded or bagged before being pushed to the chillers as the case may be on a particular slaughter floor.

(iii) Subject to placitum (iv) of this paragraph in any abattoir in which three or more slaughter persons are employed and employees described in placitum (i) of this paragraph are employed, the following allowance shall be paid to such employees for the carcasses killed and dressed each day by slaughter person in excess of the minimum daily production requirement in addition to the rates of wages to which they are entitled pursuant to clause 16. - Classifications and Wage Rates of this award.

(iv) Notwithstanding the provisions of placitum (iii) of this paragraph, an employee to whom this subclause applies shall receive an additional allowance of $3.00 per day.

(v) Liberty is reserved to the parties to this award to apply to vary the allowances described in paragraph (c) of this subclause every twelve months in accordance with the annual percentage change in the Consumer Price Index (All Groups) Australian Bureau of Statistics Catalogue No. 6401.0 for Perth.

(vi) The provisions of this subclause shall not affect the right of the employer to require any employee entitled to the payment of the additional allowances prescribed herein to work the ordinary hours of work as prescribed by clause 25. - Hours and Rosters of this award, or the obligation of the employees to work as so required by the employer.

(vii) Any disagreements between an employer and their employees or the union of employees, parties to this award, over the application of this subclause, shall be referred to the Commission for determination.

(7) Excess Production and Penalty Rates

(a) The excess to the minimum daily production requirement and penalty rates shall be computed on the basis that the basic wage, plus the margin of the particular classification, equals a week's constant unit rate without penalties.

(b) (i) When the minimum daily production requirement is exceeded an employee employed on a constant unit rate system of operation shall be paid at the relevant constant unit rate for each such excess carcass, provided that when such excess production is worked outside of the ordinary working hours Monday to Friday (both inclusive), an employee engaged on a constant unit rate system shall not receive overtime rates of payment.

(ii) When an employee employed on a constant unit rate system of operation is required to work on a Saturday, Sunday or holiday, he or she shall be paid the relevant constant unit rate prescribed in subclause (5) of this clause for each carcass processed.

(8) Employees employed on a constant unit rate system of operation who are kept waiting for stock or any interruption of work not caused by the constant unit rate employee, in excess of the aggregate of fifteen minutes in any day, shall be paid at time rates until the stock arrives or the work resumes.

(9) Rover on Mutton Chain

On mutton chains consisting of 13 people or more who are members of the slaughtering team, the employer shall select one slaughter person to act as a rover who shall be paid the same earnings as the slaughtering team, but for whom no constant unit rate shall be claimed by the employer.

(10) Liberty is reserved to the parties to apply at any time to vary the provisions of this clause in respect of the application of a constant unit rates system of operation for the slaughtering of horses, mules and donkeys.

(11) The parties to this award shall review the constant unit rates values prescribed in this clause no later than 30 September of each year.

58. - CLASSIFICATIONS AND WAGE RATES

(1) The following shall be the minimum weekly rates of wages payable to employees under this award who, for the purpose of this clause, shall be graded pursuant to the definitions contained and described in each subclause hereunder.

Career Progression and Promotion:

(a) The skills required in the establishment are broadly grouped in levels are detailed below. Employees working under these classifications shall work in any or all range of jobs within a level to the extent of their training, skills and qualifications. This may involve an employee working in a number of sections or departments depending upon work requirements including to meet short-term operational requirements.

(b) Employees shall be employed to carry out such duties as may be directed by the employer from time to time subject to the limits of their skills, competence and training.

(c) An employee may at any time carry out such duties and use tools and equipment as may be directed by the employer provided that the employee has been properly trained in the use of such tools and equipment.

(d) Any direction given by the employer in accordance with any of the above shall be consistent with the employer's obligations under the *Occupational Safety and Health Act 1984*.

(2) Adult Wage Rates

Classification Group	Minimum Rate Per Week	Minimum Rate Per Hour
RW - LEVEL 1	$998.30	$26.27
RW - LEVEL 2	$998.30	$26.27
RW - LEVEL 3	$1021.10	$26.87
RW - LEVEL 4	$1053.80	$27.73
RW - LEVEL 5 *	$1105.20	$29.08
RW - LEVEL 6	$1143.50	$30.09

* Key classification rate

(3) Skills and Classification Structure

(a) RETAIL WORKER - LEVEL 1

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months. At this level an employee performs routine duties essentially of a manual nature and to the level of their training -

Skills / Duties -

* Works under direct supervision.
* Exercises minimal judgement.
* Works to defined procedures.
* May perform general labouring and cleaning duties.
* Is undertaking on the job training that shall include basic hygiene requirements, health and safetyrequirements as well as basic safe working practices and basic industrial relations procedures, for aninitial period not exceeding three months.

Job Description - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Labourer with less than 3 months service.

(b) RETAIL WORKER - LEVEL 2

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months to enable the employee to perform work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 1 and to the level of their

training -

Skills / Duties - In addition to the skills / duties required at Level 1, the following skills are required at this level -

* Shall have less than twelve months experience in a retail establishment.

* Performs routine duties, essentially of a manual nature.

* Works under routine supervision either individually or in a team environment.

* Exercises discretion within their level of skills and training.

* Posses a greater knowledge of hygiene requirements and may also use a range of basic hand tools.

And may :

Job Description - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Cleaner.

2. Counter hand undergoing training.

3. Wrapper / packer undergoing training

(c) RETAIL WORKER - LEVEL 3

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 2 and to the level of their training -

Skills / Duties - In addition to the skills / duties required at Level 2, the following skills are required at this level -

* Shall have more than twelve months experience in a retail establishment.

* Exercise discretion within the scope of this level.

* Possess and utilise numeracy and literacy skills.

* Have responsibility for the quality of their work subject to routine supervision.

* Possess limited customer service skills.

* Have a sound understanding of hygiene requirements.

* Is receiving training to develop skills in wrapping, weighing, packing, sealing, labelling and slicing.

* Is receiving training on basic packaging machinery/equipment.

Job Description - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

(d) RETAIL WORKER - LEVEL 4

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 3 and to the level of their training -

Skills / Duties - In addition to the skills / duties required at Level 3, the following skills are required at this level -

* Exercise discretion within the scope of this level.

* Possess and utilise numeracy and literacy skills.

* Have responsibility for the quality of their work.

* Possess effective interpersonal skills in providing advice to customers.

* Have a sound understanding of hygiene requirements.

* Have skills in wrapping, weighing, packing, sealing, labelling and slicing.

* Can competently operate relevant packing machinery/equipment.

* Has a superior knowledge of hygiene requirements.

* Has a sound knowledge of customer enquiries by explaining product feature/benefits and cooking information.

Job Description - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Wrapper / packer with customer service skills.

2. Skilled counterhand.

(e) RETAIL WORKER - LEVEL 5

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, which may include the attainment of a relevant trade qualification or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 4 and to the level of their training -

Skills / Duties - In addition to the skills / duties required at Level 4, the following skills are required at this level -

* Shall be responsible for assessing the quality of their own and others work.

* Works under little supervision.

* Assists in the provision of on the job training to a limited degree.

* Have a detailed knowledge of quality assurance and customer specifications.

* Possess and utilise numeracy and literacy skills.

* Completed an apprenticeship of equivalent.

* Possess and utilise superior knife skills.

Job Description - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Trades person Butcher.

(f) RETAIL WORKER - LEVEL 6

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level and holds an appropriate trade qualification. At this level an employee performs work above and beyond the skills of an employee at Level 5 and to the level of their training -

Skills / Duties - In addition to the skills / duties required at Level 5, the following skills are required at this level -

* Train other employees

* Has obtained appropriate and relevant quality assurance accreditation and detailed knowledge of quality assurance and customer specification.

Job Description - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. First shop person.

(4) Apprentices:

The rates of wages to be paid to apprentices shall be based on the following percentage to the key classification rate:

(a)	Four year term	%
	First year	40
	Second year	50

	Third year	75
	Fourth year	95
(b)	Three year term	%
	First year	50
	Second year	75
	Third year	95

(5) Junior employees:

(a) Other than drivers of motor vehicles, the minimum weekly wage rates for juniors shall be based on the following percentage of the total adult wage applicable to the classification in which they are employed:

	%
Under 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

(b) The minimum weekly wage rates for junior employees employed as drivers of motor vehiclesshall be based on the following percentage of the total adult wage for the capacity of the vehiclebeing driven:

	%
Under 19 years of age	70
19 to 20 years of age	80
20 and over years of age	100

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Mental Health Nurses' Consolidated Award 1981 No. 13 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.

22. - RATES OF PAY AND ALLOWANCES

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

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

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

(1) Registered Mental Health Nurses, Enrolled Mental Health Nurses, and Student Mental Health Nurses shall be paid the weekly wages as set out hereunder:

	$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse			
(i) Student Nurse Adult			
1st year of training			998.30
2nd year of training			998.30
3rd year of training	382.80	619.10	1001.90
Student under 21 years of age			
1st year of training	316.40	455.50	771.90
2nd year of training	334.30	481.30	815.60
3rd year of training	356.40	513.10	869.50
4th year of training	380.50	547.80	928.30
(ii) Level 1	$ Per Week		
1st year of service	445.10	640.80	1085.90
2nd year of service	458.10	651.40	1109.50
3rd year of service	476.50	659.50	1136.00
4th year of service	495.30	667.90	1163.20
5th year of service	509.60	671.20	1180.80
6th year of service	526.60	678.80	1205.40
7th year of service	547.00	687.80	1234.80
(iii) Level 2			
1st year of service	581.00	705.60	1286.60
2nd year of service	597.00	712.90	1309.90
3rd year of service	619.60	722.80	1342.40
(iv) Level 3			
1st year of service	667.00	740.90	1407.90
2nd year of service	686.10	749.20	1435.30
3rd year of service	702.40	756.60	1459.00
(v) Community Mental Health Nurses			
1st year of service	619.60	722.80	1342.40
2nd year of service	631.00	727.70	1358.70
3rd year of service	646.70	734.80	1381.50
4th year of service	662.20	738.70	1400.90
(vi) Community Mental Health Nurse with a post basic certificate			
1st year of service	631.00	727.70	1358.70
2nd year of service	646.70	734.80	1381.50
3rd year of service	662.20	738.70	1400.90

4th year of service	684.50	748.50	1433.00
(vii) Community Mental Health Administrative Nurse	697.10	754.00	1451.10
(viii) Community Mental Health Nurse with a post basic certificate	713.50	761.40	1474.90

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

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

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

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

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

	$ Per Week	ASNA	TOTAL
(e) Enrolled Mental Health Nurse			
(i) Student Enrolled Mental Health Nurse			
Adult Student			
1st year of training			998.30
Thereafter			998.30
Student under 21 years			
1st year of training	316.40	455.50	771.90
Thereafter	334.30	481.30	815.60
(ii) Registered Enrolled Mental Health Nurse			
1st year of service	399.20	624.80	1024.00
2nd year of service	407.50	627.50	1035.00
Thereafter	416.30	630.70	1047.00

(f) Provided that a student nurse in his/her first year of training shall only proceed to the next increment point in sub-paragraph (i) of paragraph (a) of subclause (1) of this clause upon passing the required examination.

(2) (a) Registered General Nurses undertaking training to obtain the Mental Health Nurses Certificate shall be paid the rate prescribed in the Nurses (Public Hospitals) Award 1988 for a Level 1, 2nd year Registered Nurse for the duration of such training.

(b) Provided that a Registered Enrolled Nurse, Registered Enrolled Mental Health Nurse, Mothercraft Nurse or Dental Nurse shall be paid the 2nd year rate of pay for an Adult Student Mental Health Nurse during the first and second year.

(c) Notwithstanding paragraph (b) of subclause (2) of this clause the Director may for the purpose of fixing a rate of pay for a Registered Enrolled Nurse, Registered Enrolled Mental Health Nurse, Mothercraft Nurse or Dental Nurse undertaking Mental Health Nurse training take into account previous psychiatric nursing experience.

(3) In addition to the rate prescribed in subclause (1) of this clause an allowance, equivalent to 20% of the difference between the rate prescribed in subclause (1) of this clause for a Level 1, 7th increment nurse and the rate prescribed in subclause (1) of this clause for a Level 2, 2nd increment nurse shall be paid per shift to a Nurse when employed as Evening or Night Supervisor at Graylands, Heathcote or Lemnos between the hours of 3.45pm and 7.30am or as the Nurse in Charge at Whitby Falls Hostel between the hours of 3.30pm and 7.00am. In the case of locations working a four days on/two days off roster the allowance paid shall be 21.43% of the rate difference as previously defined in this subclause. This allowance shall be included in and form part of the ordinary rate.

(4) In addition to the rate prescribed in subclause (1) of this clause, an allowance equivalent to 10% of the difference between the rate prescribed in subclause (1) of this clause for the Level 2 Nurse in their first year of service and the rate prescribed in subclause (1) of this clause for a Level 3 Nurse in their first year of service, shall be paid per shift to nurses who at 3.45pm or 11.45pm take charge of a ward. In the case of locations working four days on/two days off roster the allowance paid shall be 10.71% of the rate difference as previously defined in this subclause. This allowance shall be included in and form part of the ordinary rate but shall not be cumulative on the allowance prescribed in subclause (4) of this clause. The provisions of this clause shall not be cumulative upon any entitlement provided in Clause 20. - Higher Duties of this award.

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

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

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

		$ Per Week
(i)	six months study	19.40
(ii)	twelve months study	32.40

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

		Per Week$
(i)	six months study	10.80
(ii)	twelve months study	15.00

Provided that an educational qualification entitling the holder to an allowance under subclause (a) shall not attract an additional allowance under subclause (b).

2026 WAIRC 00653

Mineral Sands Industry Award 1991

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. - WAGES

(1) (a) Mineral Sands Employee:

	Base Rate$	SupplementaryPaymentPer Week$	MinimumRate$	ArbitratedSafety NetAdjustment$	Total Wage$
Level 1	292.20	96.40	388.60	672.20	1060.80
Level 2	310.50	102.40	412.90	680.60	1093.50
Level 3	328.80	108.40	437.20	696.90	1134.10
Level 4	347.00	114.50	461.50	707.90	1169.40
Level 5	365.20	120.50	485.70	715.50	1201.20
Level 6	383.40	126.60	510.00	726.50	1236.50
Level 7	401.70	132.60	534.30	736.90	1271.20
Level 8	419.90	138.70	558.60	747.70	1306.30
Level 9	438.30	144.60	582.90	758.50	1341.40
Level 10	456.50	150.70	607.20	769.20	1376.40

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

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

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

(c) The relativities between the respective levels are determined by reference to the Minimum Rate (i.e. Base Rate plus Supplementary Payment).

(2) Employees employed within the structure/levels within this clause shall perform work to the level of their competence in accordance with the definitions and training programmes set out in Clauses 17. - Definitions and 26. - Implementation/Training, of this award. Agreed levels of training for each classification shall be established by the parties and will lead to employees being utilised to carry out any work within their skills and abilities safely and satisfactorily and subject at all times to any relevant statutory requirement as to licensing, training or other certification.

(3) APPRENTICES (wage per week expressed as a percentage of the tradesperson'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

For the purposes of this subclause "tradesperson's rate" means the weekly wage rate for Level 5 in this clause. Provided, however, in the case of a person who, at the commencement of an apprenticeship is over the age of 21 years such person shall be paid not less than a Level 3.

(4) JUNIOR EMPLOYEES

(a) Employees under the age of 18 years shall only be employed in accordance with the provisions of the Mines Regulations Act and Regulations.

(b) Employees under 18 years of age shall be paid 65% of the appropriate adult rate.

(c) Employees at 18 years of age shall be paid the appropriate adult rate.

(5) (a) Leading Hand - General

A leading hand is an employee who receives some supervision and in turn, assists and co-ordinates the work of other employees, who is appointed as such and who can exercise a limited discretion in making decisions, conducting of work, and matters affecting safety. Rate per week - $21.20.

(b) Leading Hand - Shift Supervisor (Westralian Sands Only)

Is fully responsible for plant and site operations and who ensures compliance with safety standard rules as required in the Mines Regulations Act and/or by the Quarry or Registered Mine Manager in the absence of salaried staff. Rate per week $69.20

(6) Tool Allowance

(a) (i) Where an employer does not provide a tradesperson with the tools ordinarily required by that tradesperson the employer shall pay a tool allowance of $12.10 per week to such tradesperson for the purpose of such tradesperson supplying, maintaining and insuring tools ordinarily required in the performance of the employee's work as a tradesperson.

(ii) The list of basic tools tradespersons are required to supply is as agreed at an enterprise level. Any additional tools shall be supplied by the employer.

(b) (i) The employer shall supply an apprentice with a basic apprentice tool kit upon engagement in lieu of a tool allowance being paid during the apprentice's first year of employment.

(ii) The basic apprentice tool kit supplied to an apprentice shall be appropriate to the trade(s) of the apprentice and the content shall be agreed at an enterprise level.

(iii) An apprentice who has completed one full year of employment shall be paid an allowance in the employee's second and subsequent years of employment. The allowance paid to an apprentice shall be a percentage of the rate paid to a tradesperson being the percentage which appears against the employee's year of apprenticeship in subclause (3) of this clause.

(iv) The allowance paid to an apprentice is for the purpose of the apprentice supplementing, maintaining, and insuring tools ordinarily required in the performance of the employee's work as an apprentice.

(7) Construction Allowance Per Week

The amount of $20.70 to be paid to an employee when engaged on any work directly related to major capital expenditure in connection with the construction/demolition of plant. This allowance is paid in recognition of special disabilities and conditions that are not normally associated with plant maintenance and operations. Such construction work will be as agreed between the employer and the union or unions concerned or, in the event of disagreement, the Western Australian Industrial Relations Commission declares to be construction work for the purpose of this award.

(8) Casual Employees

A casual employee shall be paid 20 per cent in addition to the appropriate weekly rate.

2026 WAIRC 00654

Miscellaneous Workers' (Activ Foundation) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38-hour week is $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.

37. – WAGES

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

(a) MISCELLANEOUS EMPLOYEES

	Base Rate per Week $	Arbitrated Safety Net Adjustments Per Week $	Total Rate Per Week $
Level One:			
Comprehends the following classes of work:			
Domestic			
Residents' Aide			
1st year of employment	369.50	665.50	1035.00
2nd year of employment	374.10	667.20	1041.30
3rd year of employment and thereafter	378.00	668.60	1046.60
Level Two:			
Comprehends the following classes of work			
Laundry Person			
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
Level Three:			
Comprehends the following classes of work:			

Handyperson			
1st year of employment	383.40	670.50	1053.90
2nd year of employment	388.00	672.10	1060.10
3rd year of employment and thereafter	392.00	673.30	1065.30
Level Four:			
Comprehends the following classes of work:			
Cook			
1st year of employment	399.10	675.80	1074.90
2nd year of employment	403.90	677.70	1081.60
3rd year of employment and thereafter	408.30	679.10	1087.40
Level Five:			
Comprehends the following classes of work			
Tradesperson Cook			
1st year of employment	454.80	704.60	1159.40
2nd year of employment	459.10	706.60	1165.70
3rd year of employment and thereafter	462.90	705.40	1168.30
(b) HOUSE SUPERVISOR/MANAGER			
House Supervisor			
Weekday rate	135.90	191.10	327.00
Weekend rate	236.90	288.10	525.00
House Manager			
Weekday rate	146.12	195.60	341.70
Weekend rate	247.22	292.60	539.80

(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.

2026 WAIRC 00655

Monumental Masonry Industry 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.

7. – WAGES

(1) (a) The rates of wages payable to the employees covered by this Award (other than duly registered apprentices and junior employees) shall be as follows:

Classification	Minimum Weekly Base Rate $	Supplementary Payment $	Arbitrated Safety Net Adjustment $	Total Rate (Exclusive of Industry Allowance) $
Monumental Mason	365.20	52.00	688.00	1105.20
Monumental Fixer	345.20	49.30	674.40	1068.90
Monumental Employee Grade 4	318.90	45.50	663.90	1028.30
A Grade 3 employee who has attained a high level of skill in at least one function or who is regularly required to perform more than two of the functions contained in Grade 3				
Monumental Employee Grade 3	301.40	43.00	656.80	1001.20
Employee who has been performing work at Grade 2 level for more than six months				
Monumental Employee Grade 2				998.30
Employee who is performing one or more of the following functions and who has been performing such work for less than six months -				

- Primary Saw Operator	
- Secondary Saw Operator	
- Polishing Machine Operator	
- Stone Engraving Operator	
- Assistant Monumental Fixer	
- Monumental Concrete Moulder	
Monumental Employee Grade 1	998.30
Employee who is engaged to perform work not covered by any of the above classifications.	

(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) Industry Allowance:

An industry allowance at the rate of $14.70 per week shall be paid for all purposes to each adult employed in the workshop to compensate for the following disabilities associated with monumental masonry –

(a) Working in wet conditions with water underfoot.

(b) Working on dirty work.

(c) The use of acid or other corrosive substances when cleaning down stone.

(d) Working in a dusty atmosphere.

Before exercising a power of inspection the representative shall give notice of not less than 24 hours to the employer.

(3) Leading Hands:

(a) An employee specifically appointed to be a leading hand who is placed in charge of –

(i) not more than one employee, other than an apprentice, shall be paid $14.00 per week; or

(ii) more than one and not more than five other employees shall be paid $31.10 per week; or

(iii) more than five and not more than ten other employees shall be paid $40.40 per week; or

(iv) more than ten other employees shall be paid $52.60 per week in each case, in addition to the rate prescribed for the highest classification of employee supervised or his/her own rate, whichever is the highest.

(4) Apprentices:

(a) (i) Wages per week - An apprentice shall receive the following percentage of the Monumental Mason's weekly minimum rate and industry allowance contained in subclauses (1) and (2) of this clause.

(aa)	Four year term -	%
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
(bb)	Three and a half year term -	%
	First six months	42
	Next year	55
	Next following year	75
	Final year	88
(cc)	Three year term -	%
	First year	55
	Second year	75
	Third year	88

(ii) Tool allowance (per week) - A tool allowance of one-third of the amount (if any) payable to a tradesperson shall be paid to an apprentice to that trade in his/her first year of apprenticeship and of two-thirds of that amount in his/her second year and of the same amount (if any) as is payable to a tradesperson in the remaining period of his/her apprenticeship.

(iii) Provision of Tools –

An employer may, by agreement with the apprentice's parent or guardian, elect to provide the apprentice with a

kit of tools subject to establishing the value of the tools at the time of so providing, deduct the tool allowance until the cost of the kit of tools is reimbursed.

In the event of an apprentice being dismissed or leaving his/her employment before the cost of the tool kit has been reimbursed the employer shall be entitled to –

(aa) deduct from any monies owing to the apprentice, the amount that is owing; or

(bb) by agreement retain tools at the originally nominated value to the amount still owing.

(5) Junior Employees –

Wages per week - A junior employee shall receive the following percentage of the adult weekly minimum rate and industry allowance contained in subclauses (1) and (2) of this clause appropriate to the work performed.

Under 16 years	42%
16 years of age	55%
17 years of age	75%
18 years of age	88%
19 years of age	100%

(6) Tool Allowance ($ per week) –

		$
(a)	Monumental masons	$22.50

Tool allowance shall not be paid where the employer supplies an employee with all necessary tools.

(b) No other employee shall be required to supply tools.

(7) Casual Employees –

A casual employee shall receive a loading of 20% in addition to the rates prescribed in subclauses (1) and (2) of this clause.

(8) It is a term of this award arising from the decision of the Commission in Court Session in the State Wage Case of 17 June 1991, that the union will not pursue prior to 17 January 1992 any extra claims, award or overaward except when consistent with the State Wage Principles.

2026 WAIRC 00656

Motel, Hostel, Service Flats and Boarding House Workers' Award

21. – WAGES

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 00657

Motor Vehicle (Service Station, Sales Establishments, Rust Prevention and Paint Protection), Industry Award No. 29 of 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.

11. – WAGES

(1) (a) 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 1st July 1998.

	Minimum Weekly Rate of Pay $	Minimum Hourly Rate of Pay $
Motor Vehicle Industry Employee Level 1	359.40	9.4579
`Motor Vehicle Industry Employee Level 2	376.10	9.8974
Motor Vehicle Industry Employee Level 3	398.60	10.4895
Motor Vehicle Industry Employee Level 4	419.50	11.0395

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

Provided that any increase in rates of pay flowing from implementation of the Minimum Rates Adjustment principle, may be absorbed into any existing overaward payment, insofar as that overaward payment is not being used for the purposes of absorption of Arbitrated Safety Net Adjustments.

(b) 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 1st November 1998.

	Minimum Weekly Rate of Pay $	Minimum Hourly Rate of Pay $
Motor Vehicle Industry Employee Level 1	373.40	9.8263
Motor Vehicle Industry Employee Level 2	383.10	10.0816
Motor Vehicle Industry Employee Level 3	405.60	10.6737
Motor Vehicle Industry Employee Level 4	426.50	11.2237

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

(c) 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 1st March 1999.

	Minimum Weekly Rate of Pay $	Minimum Hourly Rate of Pay $
Motor Vehicle Industry Employee Level 1	373.40	9.8263
Motor Vehicle Industry Employee Level 2	390.10	10.2658
Motor Vehicle Industry Employee Level 3	412.60	10.8579
Motor Vehicle Industry Employee Level 4	433.50	11.4079

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

(d) 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.

	Weekly Rate of Pay $	Arbitrated Safety Net Adjustments $	Minimum Weekly Rate of Pay $	Minimum Hourly Rate of Pay $
Motor Vehicle Industry Employee Level 1	373.40	624.90	998.30	26.27
Motor Vehicle Industry Employee Level 2	390.10	608.20	998.30	26.27

Motor Vehicle Industry Employee Level 3	412.60	615.90	1028.50	27.07
Motor Vehicle Industry Employee Level 4	433.50	623.30	1056.80	27.81

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

(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 following percentage of the Level 2 wage rate, inclusive of supplementary payments and arbitrated safety net adjustments, having regard to the age of the employee.

Under 16 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%

(4) Casual Employees:

A casual employee shall be paid 20% in addition to the rates of pay prescribed in subclause (1) of this clause.

(5) Leading Hands:

An employee appointed by the employer as a leading hand shall be paid the following amount, in addition to the ordinary rate of pay, for all purposes of the award:

		Rate Per Week **$**
(a)	If placed in charge of not less that three and not more than ten other employees	22.50
(b)	If placed in charge of more than ten and not more than 20 other employees	34.60
(c)	If placed in charge of more than twenty other employees	44.80

29. – TRAINEESHIPS

(1) Scope

This clause shall apply to persons:

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

(b) who are employed by an employer bound by this award.

(2) Objective

(a) The objective of this clause is to establish a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of trainees, particularly young people, and the long term unemployed.

(b) Existing employees shall not be displaced from employment by trainees.

(3) Definitions

"Approved Training" means training undertaken in a traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a traineeship scheme approved by the relevant state training authority or NETTFORCE. The training will be accredited and lead to qualifications as set out in subclause 5(e) of this clause.

"Relevant Award" means the Motor Vehicle (Service Station, Sales Establishments, Rust Prevention and Paint Protection) Industry Award No. 19 of 1980.

"Trainee" means an employee who is bound by a traineeship agreement made in accordance with this clause.

"Traineeship" means a system of training which has been approved by the appropriate state training authority, or which has been approved on an interim basis by the National Employment and Training Taskforce (NETTFORCE), until final approval is granted by the relevant state training authority.

"Traineeship Agreement" means an agreement made subject to the terms of this award between an employer and the trainee for a traineeship and which is registered with the appropriate state training authority, NETTFORCE, or under the

provisions of the appropriate state legislation. A traineeship agreement shall be made in accordance with the relevant approved traineeship scheme and shall not operate unless this condition is met.

"Traineeship Scheme" means an approved traineeship applicable to a group or class of employees or to an industry or sector of an industry or an enterprise. A traineeship scheme shall not be given approval unless consultation and negotiation with the union upon the terms of the proposed traineeship scheme and the traineeship have occurred. An application for approval of a traineeship scheme shall identify the union and demonstrate to the satisfaction of the approving authority that the abovementioned consultation and negotiation have occurred.

"Parties to a Traineeship Scheme" means the employer organisation and/or the employer and the union involved in the consultation and negotiation required for the approval of a traineeship scheme.

References in this award to "the relevant state training authority or NETTFORCE" shall be taken to be a reference to NETTFORCE in respect of a traineeship that is the subject of an interim approval but not a final approval by the relevant state training authority. NETTFORCE powers and functions stipulated in this award may be circumscribed and/or delegated by the terms of an agreement between NETTFORCE and a relevant state training authority. Reference to NETTFORCE within this clause will have no effect during the currency of the WA State Training Authority/NETTFORCE Memorandum of Agreement.

"Appropriate State Legislation" means the State Employment and Skills Development Authority Act 1990.

(5) Training Conditions

(a) The trainee shall attend an approved training course or training programme prescribed in the traineeship agreement or as notified to the trainee by the appropriate state training authority in accredited and relevant traineeship schemes or NETTFORCE if the traineeship scheme remains subject to interim approval.

(b) A traineeship shall not commence until the relevant traineeship agreement, made in accordance with a traineeship scheme, has been signed by the employer and the trainee and lodged for registration with the relevant state training authority or NETTFORCE, provided that if the traineeship agreement is not in a standard format a traineeship shall not commence until the traineeship agreement has been registered with the relevant state training authority or NETTFORCE. The employer shall ensure that the trainee is permitted to attend the training course or programme provided for in the traineeship agreement and shall ensure that the trainee receives the appropriate on-the-job training.

(c) Training shall be directed at:

(i) the achievement of key competencies required for successful participation in the workplace; and/or

(ii) the achievement of competencies required for successful participation in an industry or enterprise.

(6) Employment Conditions

(a) A trainee shall be engaged as a full-time employee for a maximum of one years' duration provided that a trainee shall be subject to a satisfactory probation period of up to one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the relevant state training authority or NETTFORCE the parties to a traineeship agreement may vary the duration of the traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant traineeship scheme.

(b) (i) An employer shall not terminate the employment of a trainee without firstly having provided written notice of termination to the trainee concerned in accordance with the traineeship agreement and to the relevant state training authority or NETTFORCE. The written notice to be provided to the relevant state training authority or NETTFORCE shall be provided within five working days of termination.

(ii) An employer who chooses not to continue the employment of a trainee upon the completion of the traineeship shall notify, in writing, the relevant state training authority or NETTFORCE of its decision.

(c) The trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the traineeship agreement.

(d) Where the employment of a trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service the purposes of any relevant award or any other legislative entitlements.

(e) (i) The traineeship agreement may restrict the circumstances under which the trainee may work overtime and shift work in order to ensure the training programme is successfully completed.

(ii) No trainee shall work overtime on their own unless consistent with the provisions of this award.

(iii) No trainee shall work shift work unless the parties to a traineeship scheme agree that such shift work makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for non-shift work trainees.

(iv) The trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by the relevant award, unless otherwise agreed by the parties to a traineeship scheme, or unless the relevant award makes specific provision for a trainee to be paid at a higher rate, in which case the higher rate shall apply.

(f) All other terms and conditions of the relevant award that are applicable to the trainee, or would be applicable to

the trainee but for this clause, shall apply unless specifically varied by this clause.

(g) A trainee who fails to either complete the traineeship, or who cannot for any reason be placed in full-time employment with the employer on successful completion of the traineeship, shall not be entitled to any severance payments payable pursuant to termination, change and redundancy provisions or provisions similar thereto.

(7) Wages

(a) (i) The minimum rates of wages payable weekly to trainees are as provided in subparagraph (iv) of this subclause.

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

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

(iv) Skill Level B:

Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level B.

HIGHEST YEAR OF SCHOOL COMPLETED

HIGHEST YEAR OF SCHOOLING COMPLETED			
School Leaver	Year 10 and below	Year 11	Year 12
	$	$	$
	300.00 (50%)* 352.00 (33%)	367.00 (33%) 419.00 (25%)	489.00
plus 1 year out of school	419.00	489.00	572.00
plus 2 years	489.00	572.00	656.00
plus 3 years	572.00	656.00	750.00
plus 4 years	656.00	750.00	
plus 5 years	750.00		

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%.

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

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

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

(b) The skill level of approved traineeships in the retail and wholesale industries has been agreed to be skill Level B.

(c) For the purposes of this provision "out of school" shall refer only to periods out of school beyond year 10 or below, and shall be deemed to:

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

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

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

(iv) have effect on an anniversary date being January 1 in each year.

(d) At the conclusion of the traineeship this clause ceases to apply to the employment of the trainee and the award shall apply to the former trainee.

30. - SUPPORTED WAGES

(1) This clause sets out the provisions to apply to employees who because of the effects of a disability are eligible to be employed under the Supported Wage System.

(2) Definitions

In the context of this clause, the following definitions shall 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.

(3) 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) The 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 clause relating to the rehabilitation of employees who are injured in the course of their current employment.

(c) (i) This clause 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 eligible for a Disability Support Pension.

(ii) Provided that this exclusion shall not prevent services funded under Sections 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 provided all other criteria are met.

(4) 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	% 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 amount payable shall not be less than $113 per week (the ordinary income free area for the Disability Support Pension as at 1 July 1994).

(5) Assessment of Capacity

(a) 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:

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

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

(6) Lodgement of Assessment Instrument

(a) All assessment instruments under the conditions of this clause including the appropriate percentage of the award rate 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 party to this 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.

(7) Review of Assessment

The assessment of the applicable percentage to be applied in respect of the rate of pay 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 procedure for assessing capacity under the Supported Wage System.

(8) Other Terms and Conditions of Employment

Where an assessment has been made, the applicable percentage shall apply to the minimum 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 this award, but be paid at the rate of wage as determined in accordance with this clause.

(9) 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 arrangement and work organisation in consultation with other employees in the area.

(10) Trial Period

(a) In order for 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 utilised.

(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 the figure defined in subclause (4)(b) of this clause.

(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 (5) of this clause.

(11) The conditions of employment to apply during the 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 00658

Municipal Employees (Western Australia) Award 2021

6. - 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.

16. - WAGES

16.1

Classification level	Relativity (%)	Minimum weekly rate ($)
Level 1A (up to 38 hours)	78.5	998.30
Level 1B (above 38 hours)	82.5	1049.20
Level 2	87.5	1112.80
Level 3	92.5	1176.30
Level 4	96.0	1220.90
Level 4A	100.0	1271.80
Level 5	102.5	1303.50
Level 6	110.0	1398.90

Note: The minimum hourly rate is calculated by dividing the minimum weekly rate by 38 hours to four decimal points.

16.2 State minimum wage

16.2.1 The state minimum wage

No employee shall be paid less than the state minimum wage.

16.2.2 Amount of state adult minimum wage

(1) The state minimum wage for full-time adult employees not covered by 16.2.4 [special categories clause], is $998.30 per week.

(2) Adults employed under a supported wage clause shall continue to be entitled to receive the wage rate determined under that clause. Provided that such employees shall not be paid less than the amount determined by applying the percentage in the supported wage clause applicable to the employee concerned to the amount of the minimum wage specified in 16.2.2(1).

(3) Adults employed as part-time or casual employees shall continue to be entitled to receive the wage rate determined under the casual and part-time clauses of the award. Provided that such employees shall not be paid less than pro rata the minimum wage specified in 16.2.2(1) according to the number of hours worked.

16.2.3 How the state minimum wage applies to juniors

(1) The wage rates provided for juniors by this award continue to apply unless the amount determined under 16.2.3(2) is greater.

(2) The state minimum wage for an employee to whom a junior rate of pay applies is determined by applying the percentage in the junior wage rates clause applicable to the employee concerned to the relevant amount in 16.2.2.

16.2.4 Application of minimum wage to special categories of employee

Due to the existing applicable award wage rates being greater than the relevant proportionate federal minimum wage, this clause has no application to employees undertaking a National Training Wage Traineeship, an Australian Traineeship, a Career Start Traineeship, a Jobskills placement or an apprenticeship.

16.2.5 Application of state minimum wage to award rates calculation

(1) The state minimum wage:

(a) applies to all work in ordinary hours;

(b) applies to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave, and for all other purposes of this

award.

16.3 Junior employees

Junior employees: (Wage per week is expressed as a percentage of the total minimum rate of pay for either level 1 or level 2).

Age	%
Under 16 years of age	55
At 16 years of age	65
At 17 years of age	75
At 18 years of age	85
At 19 years of age	Adult rate

16.4 National Training Wage

The minimum rates of pay and conditions of employment applicable to Trainees shall be in accordance with Schedule E – National Training Wage as provided in the Modern *Local Government Industry Award 2010 a*s amended from time to time.

16.5 Apprentices

16.5.1 Apprentices: (Wage per week is expressed as a percentage of the level 4A rate).

(1)	4 year term	%
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
(2)	3-1/2 year term	%
	First six months	42
	Next year	55
	Following year	75
	Final year	88
(3)	3 year term	%
	First year	55
	Second year	75
	Third year	88

16.6 Supported Wages

This subclause 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 subclause, the following definitions will apply:

16.6.1 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.

16.6.2 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.

16.6.3 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.

16.6.4 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.

16.6.5 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 assessment instrument by:

(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.

16.6.6 Lodgement of assessment instrument

(1) 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.

(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 ten working days.

16.6.7 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.

16.6.8 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 this subclause will be entitled to the same terms and conditions of employment as all other workers covered by this award paid on a pro-rata basis.

16.6.9 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 duties, working time arrangements and work organisation in consultation with other workers in the area.

16.6.10 Eligibility criteria

(1) Employees covered by this subclause 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 pension.

(2) This subclause does not apply to any existing employee who has a claim against the employer which is the 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.

16.6.11 Supported wage rates

(1) 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 to the following schedule:

Assessed capacity	Prescribed award rate
%	%
10*	10
20	20
30	30
40	40
50	50
60	60
70	70
80	80
90	90

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

(3) *Where a person's assessed capacity is 10%, he/she shall receive a high degree of assistance and support.

16.6.12 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 subclause 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 that 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.

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

(5) Where the employer and the employee wish to establish a continuing employment relationship following completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under 16.6.5.

2026 WAIRC 00659

Musicians' General (State) Award 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.

7. – WAGES

(1) The minimum rates of wages payable to employees engaged under this Award shall be as follows:

A WEEKLY EMPLOYEES: (with a minimum payment of 3 hours for each call worked)

		Required to Accompany Artist Rate Per Hour $	Total (Includes ASNA) Rate Per Hour $	Not required to Accompany Artist Rate Per Hour $	Total (Includes ASNA) Rate Per Hour $
(a)	rank and file musician	19.37	51.75	18.45	50.50

(b)	leader in duo	23.25	56.98	22.14	55.47
(c)	leader in trio or larger	25.82	60.41	24.59	58.78
(d)	musician performing alone	22.76	56.31	21.68	54.84
(e)	principal musician	22.28	55.66	21.22	54.25
(f)	musician not otherwise provided for	19.37	51.72	18.45	50.49
(g)	musical director	29.06	65.23	27.68	63.24

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 REGULAR PART-TIME WEEKLY EMPLOYEES:

Regular part-time weekly employees shall receive 10% in addition to the rates provided for in subclause (1)A of this clause with a minimum payment of 3 hours for each call worked.

C CASUAL EMPLOYEES:

Casual employees shall receive 20% in addition to the rates provided for in subclause (1)A of this clause with a minimum payment of 3 hours for each call worked.

(2) Employees engaged in specialty work shall receive 66 2/3% in addition to the rates prescribed in subclause (1) of this clause with a minimum payment of 3 hours for each call worked.

(3) Where the Union and the employer agree that for a special reason rates and/or condition different from those prescribed should be accepted by an employee then such other rates or condition may be agreed upon.

2026 WAIRC 00660

Nurses' (Aboriginal Medical Services) Award No. A 23 of 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.

26. - WAGES

(1)

Classification	Base RatePer Week$	Arbitrated Safety Net Adjustments$	Total Rate$
Registered Nurse Level 2			
Year 1	663.80	791.30	1455.10
Year 2	675.88	793.72	1469.60
Year 3	691.58	800.42	1492.00
Year 4	724.60	815.20	1539.80
Registered Nurse Level 3			
Year 1	742.20	823.00	1565.20
Year 2	758.70	830.10	1588.80
Year 3	776.30	838.00	1614.30
Years 4	794.70	846.20	1640.90
Registered Nurse Level 3A	820.50	857.50	1678.00
Registered Nurse Level 4			
Year 1	884.25	885.75	1770.00
Year 2	953.00	915.90	1868.90
Year 3	1021.70	946.10	1967.80

(2) A registered nurse shall, in the case of a nurse working in an urban setting, be classified and paid within the range of a Registered Nurse Level 2 pursuant to subclause (1) of this clause.

(3) A registered nurse shall:

(a) in the case of a nurse working in other than an urban setting; or

(b) in the case of a nurse working in a sole capacity in an urban setting; or

(c) in the case of a nurse who is supervising one or more nurses classified at Registered Nurse Level 2 in an urban setting;

be classified and paid within the range of Registered Nurse Level 3, pursuant to subclause (1) of this clause.

(4) A registered nurse shall, in the case of a nurse working in a nursing outpost, be classified and paid as a Registered Nurse Level 3A pursuant to subclause (1) of this clause, except where that nurse is designated by the employer as a “Senior Nurse” and an additional allowance of 4.5% shall be paid.

(5) A registered Nurse co-ordinator and/or educator shall be classified and paid as a Registered Nurse Level 4 pursuant to subclause (1) of this clause.

(6) Progression beyond the commencing level will be dependent upon the attainment of additional qualifications relevant to the position held and/or servie in such position provided that advancement by service only shall be limited to one level for each year of service to a maximum of two beyond the commencing level and subject to satisfactory performance.

(7) Employees who have had recent, relevant experience, in community nursing shall have such experience recognised by the employer when determining the rate of wage payable under subclause (1) of this clause. The onus of proof of previous experience shall rest on the employee and any calculation arising from the production of work records or other documentary evidence shall only apply from the time such proof is supplied.

(8) No current employee covered by this award shall suffer any reduction in wages as a result of the May 1996 amendments to this award.

(9) 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 00661

Nurses' (ANF - RFDS Western Operations) 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

		Base Rate Per Week $	Arbitrated Safety Net Adjustments $	Total Rate Per Week $
(1)	Flight Nurse Specialist			
	Level 1	694.00	801.50	1495.50
	Level 2	724.00	815.00	1539.00
	Level 3	754.00	828.20	1582.20
(2)	Senior Flight Nurse Specialist			
	Level 1	784.00	841.50	1625.50
	Level 2	814.00	854.80	1668.80
	Level 3	844.00	867.90	1711.90

(3) Progression within each of the classifications shall be subject to a satisfactory performance appraisal, and the completion of 1982 ordinary hours, provided that for temporary and casual employees a break between contracts of service of more than 3 months shall cancel any previous ordinary hours accrued for the purposes of this subclause.

(4) Progression between classifications shall be by promotion.

(5) Wages shall be paid fortnightly by way of electronic funds transfer.

(6) (a) Notwithstanding subclause (3) of this clause all existing employees as at 10 January 1997 shall enter the above classification structure as follows:

(i) employees who have completed 6 years of service with the employer shall enter at Level 2 of the relevant classification and have their performance reviewed 4 months after 2 September 1997 and, if satisfactory, shall progress to Level 3;

(ii) employees who have completed more than 2 years but less than 6 years of service with the employer shall enter at Level 2 of the relevant classification and have their performance reviewed 8 months after 2 September 1997 and, if satisfactory, shall progress to Level 3;

(iii) employees who have completed 2 or less years of service with the employer shall enter at Level 1 of the relevant classification and have their performance reviewed 12 months after 2 September 1997 and, if satisfactory, shall progress to Level 2.

(b) Employees who commenced service with the employer after 10 January 1997, shall enter at Level 1 of the relevant classification and have their performance reviewed 12 months after 2 September 1997 and if satisfactory, shall progress to Level 2.

(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 00662

Nurses (Child Care Centres) 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. - WAGES

An employer on whom this award is binding shall not increase the rate of wage payable to an employee on 9th September, 1988, or otherwise vary the conditions 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.

Except as hereinafter provided the minimum rates of wage payable to employees under this award shall be as follows:

Column A (4%) Operative on and from 21/12/88Per Week $	Column B ($10 p.w.) Operative* 3/4/89Per Week $	ASNA	TOTAL

(1)	Registered General Nurse				
	1st year of experience	381.50	391.50	622.20	1013.70
	2nd year of experience	390.50	400.50	625.30	1025.80
	3rd year of experience	403.60	413.60	629.70	1043.30
	4th year of experience	414.50	424.50	633.50	1058.00
	Thereafter	427.60	437.60	638.10	1075.70
(2)	Registered Mothercraft Nurse				
	1st year of experience				998.30
	2nd year of experience				998.30
	3rd year of experience	372.90	382.90	619.10	1002.00
	4th year of experience	393.20	403.20	626.00	1029.20
	Thereafter	413.20	423.20	633.20	1056.40

* NB This column is operative from the 1st pay period on or after 3/4/89.

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 00663

Nurses' (Day Care 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.

(1) Subclause (1) and (2) 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.

(2) 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.

20. - WAGES

	Per Week $
Registered General Nurse	
1st year	1050.80
2nd year	1050.80
Registered Mothercraft Nurse	
1st year	1050.80
2nd year	1050.80

2026 WAIRC 00664

Nurses (Dentists Surgeries) Award 1977

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) The minimum rate of wage payable per week shall be as follows:

		Base RatePer Week$	Arbitrated Safety Net Adjustments$	Total RatePer Week$
(a)	Registered Dental Nurse			
	1st Year of experience after registration	346.20	657.50	1003.70
	2nd Year of experience after registration and thereafter	353.20	660.20	1013.40
(b)	Registered General Nurse			
	1st Year of experience after registration	391.90	673.30	1065.20
	2nd Year of experience after registration and thereafter	400.90	676.60	1077.50

(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) The employer may require an employee to receive wages by electronic funds transfer into an account held at any major bank, Building Society or Nurses' Credit as nominated by the employee. Any costs associated with the establishment of such an account and of the operation of it shall be borne by the employee.

2026 WAIRC 00665

Nurses (Doctors Surgeries) Award 1977

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) The minimum rate of wage payable per week shall be as follows:

	Base Rate Per Week $	Arbitrated Safety Net Adjustments $	Total Rate Per Week $

(a) **Registered Nurse**			
1st Year of experience after registration	471.60	709.20	1180.80
2nd Year experience after registration	495.20	719.80	1215.00
3rd Year experience after registration	518.80	727.20	1246.00
(b) **Nurse in Charge**	565.90	750.80	1316.70

(2) Provided that progression through the increments for a registered general nurse shall be subject to satisfactory performance.

(3) The employer may require an employee to receive wages by electronic funds transfer into an account held at any major bank, Building Society or Nurses' Credit as nominated by the employee. Any costs associated with the establishment of such an account and of the operation of it shall be borne by the employee.

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

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

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

2026 WAIRC 00666

Nurses' (Independent Schools) 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.

7. - WAGES

(1) The minimum rate of wages payable to employees covered by this award shall be as follows:

	Base Rate Per Week $	Arbitrated Safety Net Adjustments $	Total Rate Per Week $
1st year	471.60	709.20	1180.80
2nd year	495.10	719.80	1214.90
3rd year	518.70	727.20	1245.90
4th year	542.30	740.50	1282.80
5th year	565.90	750.80	1316.70
6th year	589.50	761.10	1350.60
7th year	613.00	771.70	1384.70
8th year	636.60	779.40	1416.00

(2) Progression through the abovementioned scale shall be by annual increments.

(3) Where an employee is appointed to the position of Nurse, previous relevant nursing experience in an independent school or at a similar level, shall be taken into account in determining the appropriate increment level. Experience shall include time spent in relevant post basic courses.

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

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

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

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

2026 WAIRC 00667

Nurses' (Private Hospitals) 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.

29. - WAGES

(1) The minimum rate of wages per week payable to employees under this award shall be as follows:

(a) Post Basic Student:

A registered nurse undertaking post basic training in a course leading to registration or a certificate endorsed by the Nurses' Board of Western Australia shall be paid at the rate prescribed in subparagraph (c)(i) of this subclause for the second year of experience or such higher rate commensurate with the pre-requisite experience for entry to a course. Provided that this subclause shall not operate so as to increase the rate of wage being paid to a nurse at the point of entry to such a course.

	Base Rate Per Week$	Arbitrated Safety Net Adjustment$	Total Rate$
(b) Registered Mothercraft Nurse - Years of Experience:			
1st Year	396.20	645.20	1041.40
2nd Year	403.70	647.90	1051.60
3rd Year	414.80	651.60	1066.40
4th Year	426.30	655.80	1082.10
5th Year and thereafter	437.40	662.30	1099.70
(c) Registered General Nurse:			
Level 1.1	471.60	680.40	1152.00
1:2	495.10	688.10	1183.20
1:3	518.70	698.40	1217.10
1:4	542.30	711.70	1254.00
1:5	565.90	722.10	1288.00
1:6	589.50	732.50	1322.00

1:7	613.00	742.90	1355.90
1:8	636.60	753.20	1389.80
Level 2:1	660.20	760.80	1421.00
2:2	675.90	767.70	1443.60
2:3	691.60	774.70	1466.30
2:4	707.30	781.80	1489.10
Level 3:1	736.80	794.60	1531.40
3:2	754.50	802.40	1556.90
3:3	772.20	810.40	1582.60
3:4	789.90	818.10	1608.00
Level 4:1	834.60	837.90	1672.50
4:2	859.30	848.60	1707.90
4:3	908.30	870.40	1778.70
4:4	933.10	881.30	1814.40
4:5	957.60	892.20	1849.80
4:6	994.40	908.10	1902.50
Level 5:1	994.40	908.10	1902.50
5:2	1059.70	937.30	1997.00

(2) Classification in levels:

Level 1 — A registered nurse in the first or subsequent years of experience as a registered nurse and not elsewhere classified.

Level 2. — A registered nurse appointed as a clinical nurse, an area manager, a research nurse, a staff development nurse, or clinical instructor.
A registered nurse functioning in a combined role and classified at Level 2.

Level 3. — A registered nurse appointed as a clinical nurse specialist, a nurse manager, a nursing researcher, a staff development educator, or a nurse educator.
A registered nurse functioning in a combined role classified at Level 3.

Level 4 — A registered nurse appointed as a co-ordinator clinical nursing, a co-ordinator nursing management, a co-ordinator nursing research, or a co-ordinator nursing staff development/education.
A registered nurse appointed to co-ordinate combined roles at Level 4.
Director of Nursing - Level 4.

Level 5 — Director of Nursing - Level 5.

(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) A Director of Nursing in a Nursing Home shall be paid on the following basis:

(a) Less than 20 beds	Level 4, increment 1
20 beds and up to 39 beds	Level 4, increment 1 to increment 2
40 beds and up to 59 beds	Level 4, increment 3 to increment 4
60 beds and up to 99 beds	Level 4, increment 4 to increment 6
100 beds or more	Level 4, increment 6 to Level 5, increment 2

(b) In addition to the above, in deciding the increment to be paid within the appropriate range as provided by subclause (a) above, the following factors shall be considered:

(i) The range of Occupational Therapy, Physiotherapy, Podiatry and/or other such services provided, if any;

(ii) The provision of such services as psychogeriatic units, respite care, day centres and/or hostels, if any;

(iii) The extent of involvement of the Directors of Nursing in purchasing, budget preparation and/or any administrative duties;

(iv) The extent of responsibility taken by the Director of Nursing for the kitchen, laundry, cleaning, gardening, maintenance and/or other like functions;

(v) The extent of responsibility of the Director of Nursing for Staff Development and Education.

(5) (a) (i) A nurse classified at Level 1 who completes a Bachelor of Applied Science in Nursing, or equivalent Nursing Degree shall be given accelerated progression of 12 months through the incremental scale.

Provided that a degree qualified nurse entering the workforce without clinical experience shall start at increment 1 Level 1. At the completion of 12 months' service that nurse shall accelerate one increment provided that performance is satisfactory.

(ii) The provisions of subparagraph (i) shall not apply to a nurse on the maximum incremental point in Level 1.

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

(6) Promotion and reclassification mechanisms shall be as agreed between the employer and the Federation.

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

Experience shall include the time spent in hospital based post basic courses and includes midwifery and psychiatric training.

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

Provided that an employee returning to the profession after an absence greater than five years shall commence at the first increment of Level 1 for a period of 3 months. During this time the employee shall be subject to performance appraisal and review by the Director of Nursing or by peer assessment if there is dispute. Upon satisfactory review she/he shall move to a level and increment as determined by the assessment. An employee who fails to satisfy the panel of her/his competency to progress through the Level 1 increments or into another level as the case may be, may apply for reassessment by a peer assessment panel after a period of 12 months from the date of employment.

SCHEDULE A

Notwithstanding the general provisions of Clause 29. - Wages of this award, but subject to subclauses (3) and (4) thereof regarding the offset of an arbitrated safety net adjustment, the following annual salaries shall apply in lieu thereof to the positions described herein:

	Base Rate Per Annum $	Arbitrated Safety Net Adjustment $	Total Rate Per Annum$
Directors of Nursing - Level 5			
Grade 1	46125	44845	90970
Esperance Community Nursing Home			
Grade 2	49200	46202	95402
Dean Lodge			
McDougall Park Nursing Home			
Rockingham Nursing Home			

2026 WAIRC 00668

Optical Mechanics' Award, 1971

24. - 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 $
Adults (total wage per week)			
(a) Optical Mechanic	397.60	675.50	1073.10
(b) Optical Employee:			
First 3 months of experience			998.30
Thereafter	342.40	656.40	998.80

(2) Apprentices (wage per week expressed as a percentage of the tradesperson's rate)

		%
(a)	Five-year term -	
	First year	40
	Second year	48
	Third year	55
	Fourth year	75
	Fifth year	88
(b)	Four-year term -	
	First year	42
	Second year	55
	Third year	75
	Fourth year	88

(3) Junior Employees: Junior employees shall receive the prescribed percentage of the Optical Worker first three months of experience rate per week.

	%
Under 16 years of age	50
17 years of age	60
18 years of age	75

19 years of age	90
20 years of age	100

(4) Leading Hands: In addition to the appropriate rate prescribed in subclause (1) of 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	26.80
(b)	If placed in charge of more than 10 and not more than 20 other employees	40.40
(c)	If placed in charge of more than 20 other employees	53.10

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

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

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

24A. - 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 00669

Parliamentary Employees Award 1989

13. - 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.

15. - PARLIAMENTARY OFFICERS - SALARIES

(1) The annual salaries applicable to Parliamentary Officers not covered by subclause (2) shall be as follows:

Level	Salary Per Annum **$**	Arbitrated Safety Net Adjustments **$**	Total Salary Per Annum **$**
Level 1			
Under 17 years	10445	18027	28472
17 years	12207	21068	33275
18 years	14238	24574	38812
19 years	16481	28445	44926
20 years	18507	31942	50449
1.1	20331	35090	55421
1.2	20983	35317	56300
1.3	21634	35542	57176
1.4	22281	36127	58408
1.5	22932	36415	59347
1.6	23583	36701	60284
1.7	24332	36881	61213
1.8	24850	37112	61962
1.9	25616	37448	63064
Level 2			
2.1	26533	37854	64387
2.2	27236	38166	65402
2.3	27975	38488	66463
2.4	28756	38834	67590
2.5	29573	39194	68767
Level 3			
3.1	30696	39690	70386
3.2	31571	40077	71648
3.3	32473	40478	72951
3.4	33399	40735	74134
Level 4			
4.1	34669	41293	75962
4.2	35664	41585	77249
4.3	36688	42036	78724
Level 5			
5.1	38660	42906	81566
5.2	39993	43495	83488
5.3	41378	44105	85483
5.4	42815	44741	87556
Level 6			
6.1	45126	45759	90885
6.2	46697	46453	93150
6.3	48323	47174	95497
6.4	50059	47938	97997
Level 7			
7.1	52721	49113	101834
7.2	54563	49926	104489
7.3	56567	50812	107379
Level 8			
8.1	59824	52249	112073
8.2	62157	53279	115436
8.3	65050	54555	119605
Level 9			
9.1	68663	56151	124814
9.2	71104	57228	128332
9.3	73888	58459	132347
Class 1	78098	60318	138416

Class 2	82308	62175	144483
Class 3	86516	64033	150549
Class 4	90726	65890	156616

(2) (a) The provisions of Clause 12. – Specified Callings of the Public Service Award 1992 shall apply where the employer engages a Parliamentary Officer in a position designated as a specified calling.

(b) The annual salaries for Parliamentary Officers engaged as a specified calling shall be as follows:

Level	Salary Per Annum $	Arbitrated Safety Net Adjustments $	Total Salary Per Annum $
Level 2/4			
1st year	26533	37854	64387
2nd year	27975	38488	66463
3rd year	29573	39194	68767
4th year	31571	40077	71648
5th year	34669	41293	75962
6th year	36688	42036	78724
Level 5			
1st year	38660	42906	81566
2nd year	39993	43495	83488
3rd year	41378	44105	85483
4th year	42815	44741	87556
Level 6			
1st year	45126	45759	90885
2nd year	46697	46453	93150
3rd year	48323	47174	95497
4th year	50059	47938	97997
Level 7			
1st year	52721	49113	101834
2nd year	54563	49926	104489
3rd year	56567	50812	107379
Level 8			
1st year	59824	52249	112073
2nd year	62157	53279	115436
3rd year	65050	54555	119605
Level 9			
1st year	68663	56151	124814
2nd year	71104	57228	128332
3rd year	73888	58459	132347
Class 1	78098	60318	138416
Class 2	82308	62175	144483
Class 3	86516	64033	150549
Class 4	90726	65890	156616

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

$$\frac{\text{Current junior rate}}{\text{Current Level 1.1 rate}} \times \text{New Level 1.1 rate} = \text{New junior rate}$$

16. - PARLIAMENTARY SUPPORT SERVICES EMPLOYEE WAGES

(1) The weekly wage applicable to PSSEs covered by this Award shall be as follows:

(a) Classification	Base Rate Per Week $	Arbitrated Safety Net Adjustments $	Total Rate Per Week $
Kitchen Hands and Gardeners			
1st year of service	372.08	666.62	1038.70
2nd year of service	376.68	668.22	1044.90
3rd year of service	380.58	669.52	1050.10
Steward/Cleaner			
1st year of service	391.45	673.15	1064.60
2nd year of service	395.96	674.64	1070.60
3rd year of service	399.65	676.05	1075.70
Steward/Cleaner and Relieving Bar Attendant			
1st year of service	401.69	676.71	1078.40
2nd year of service	406.41	678.29	1084.70
3rd year of service	410.82	680.08	1090.90

Cook (Cakes and Second)			
1st year of service	414.51	681.39	1095.90
2nd year of service	419.32	689.08	1108.40
3rd year of service	423.53	690.97	1114.50
Assistant Chief Steward			
1st year of service	425.17	691.53	1116.70
2nd year of service	431.53	694.67	1126.20
3rd year of service	437.27	697.03	1134.30
Horticulturist (Certificate)			
1st year of service	433.27	695.33	1128.60
2nd year of service	438.60	697.60	1136.20
3rd year of service	442.95	699.55	1142.50
Tradesperson Cook			
1st year of service	454.79	704.61	1159.40
2nd year of service	459.10	706.60	1165.70
3rd year of service	462.89	705.41	1168.30
Chef, Chief Steward and Bar Attendant			
1st year of service	491.90	718.30	1210.20
2nd year of service	498.15	720.95	1219.10
3rd year of service	504.61	723.89	1228.50
Foreperson of Horticulture			
1st year of service	478.27	712.03	1190.30
2nd year of service	483.19	714.41	1197.60
3rd year of service	487.39	716.21	1203.60

(2) Apprentices: The weekly wage rate shall be a percentage, as hereunder, 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
Next Following Year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

For the purpose of this clause "Tradesperson's Rate" means the rate of pay for a tradesperson under this Award.

(3) The following allowances shall be paid to PSSEs indexed according to State Wage decisions and shall be:-

(a)	Chef	
	1st year	$151.10 per fortnight
	2nd year	$302.00 per fortnight
(b)	Tradesperson Cook (Sous Chef)	
	1st year	$98.10 per fortnight
	2nd year	$151.10 per fortnight
(c)	Stewards to Speaker and President	$75.50 per fortnight

(4) An allowance of $43.70 per fortnight shall be paid to all PSSEs employed in the kitchen, dining room and bar areas.

2026 WAIRC 00670

Particle Board Employees' Award, 1964

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.

5. - WAGES

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. 704 of 1991 not to pursue any extra claims, award or over award except when consistent with the State Wage Principles.

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

	Rate of Wage$	Supplementary Payment$	ASNA	Award Rate$
Grade 1 Trainee Operator Yard Hand Packaging Machine Assistant				998.30

Factory Hand Grade 2 Flaker/Knife Room Operator Overlay Operator Log Deck/Chipping Operator Glue Mixer Paper Impregnation Operator Log Tower Operator Gatekeeper				998.30
Grade 3 Residue & Waste Operator Flooring & Grading Operator Log Deck Loader Knife Setter & Grinder & Changing Knives				998.30
Grade 4 Laboratory Assistant Finishing Line Logyard Loader Panel Saw Operator Sanding & Grading Operator	362.70	15.90	619.70	998.30
Grade 5 Drier Operator Despatch Forming Machine Operator Relief Operator Press Operator Resin Plant Operator	378.70	15.90	623.30	1017.90
Grade 6 Senior Melamine Operator Senior Finishing Operator Senior Shift Operator	396.30	15.90	629.20	1041.40

(2) Junior Employee: (percentage of sum of Grade 1 rate of wage $975.90 and supplementary payments prescribed):

	%	BASE RATE$	SUPPLE-MENTARY PAYMENT$	ASNA	AWARD RATE$
Between 15 and 16 years of age	40				390.40
Between 16 and 17 years of age	50				488.00
Between 17 and 18 years of age	60				585.50
Between 18 and 19 years of age	70				683.10
Between 19 and 20 years of age	80				780.70
Between 20 and 21 years of age	95	310.46	15.10	601.54	927.10

The 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) Leading Hands:

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

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

(4) Supplementary Payments:

(a) As shown in the rates payable under the provisions of this clause -

(i) an employee, other than a junior employee, shall be paid a supplementary payment of $15.90 per week; and

(ii) a junior employee shall be paid per week a percentage of the $15.90 being the percentage which appears against his/her age in subclause (2) of this clause.

(b) (i) The supplementary payments as prescribed in paragraph (a) hereof are in substitution for any

overaward payment as defined hereunder. Any such over award payment applicable at the time of the introduction of supplementary payments into the Award shall be reduced by the amount of the supplementary payment prescribed for the classification concerned.

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

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

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

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

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

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

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

Such a percentage increase shall also apply to the leading hand allowances, the special payment and the disability allowances.

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

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

2026 WAIRC 00671

Particle Board Industry Award No. 10 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.

SCHEDULE I - RATES OF PAY

PARTICLE BOARD INDUSTRY AWARD (S.W.L.D.) NO. 10 OF 1978

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

(1) (a) GRADE

	BASE RATEPER WEEK$	ASNA$	TOTAL
Grade 1	346.45	625.35	971.80
Trainee Operator, Packing Cleaner, Factory/Yard Hand.			
Grade 2	354.35	628.25	982.60
Flaker/Knife Room Operator, Overlay Operator, Log Deck Operator, Glue Mixer Melamine Forklift			
Grade 3	366.85	632.55	999.40
Flooring and Grading Operator, Storeperson, Log Deck Loader, Paper Impregnation Operator, Log Tower Operator, Packaging Forklift			
Grade 4	380.70	637.30	1018.00
Laboratory Assistant, Despatch Forklift, Logyard Loader, Panel Saw Operator, Sanding and Grading Operator.			
Grade 5	392.65	641.35	1034.00
Drier Operator, Despatcher, Forming Machine Operator, Relief Operator, Press Operator, Resin Plant Operator.			
Grade 6	438.00	657.30	1095.30
Senior Melamine Operator, Senior Finishing Operator, Senior Shift Operator, Quality Control Officer.			
(2) Driver of Motor Vehicles			
(a) Not exceeding 25 cwt capacity	355.10	628.40	983.50
(b) Exceeding 25 cwt but under 3 tons	358.20	629.30	987.50

(c) Exceeding 3 tons but under 6 tons	362.25	631.05	993.30
(d) Exceeding 6 tons but under 7 tons	362.95	631.25	994.20
(e) Exceeding 7 tons but under 8 tons	365.05	631.75	996.80
(f) Exceeding 8 tons but under 9 tons	365.35	631.95	997.30
(g) Exceeding 9 tons but under 10 tons	366.00	632.20	998.20
(h) Exceeding 10 tons but under 11 tons	366.65	632.55	999.20
(i) Exceeding 11 tons but under 12 tons	367.80	632.80	1000.60
(j) Exceeding 12 tons but under 13 tons	368.75	633.15	1001.90
(k) Exceeding 13 tons but under 14 tons	369.70	633.50	1003.20
(l) Exceeding 14 tons but under 15 tons	360.65	630.25	990.90
(m) Exceeding 15 tons but under 16 tons	371.40	634.10	1005.50
(n) Exceeding 16 tons but under 17 tons	371.70	634.10	1005.80
(o) Exceeding 17 tons but under 18 tons	372.45	634.35	1006.80
(p) Exceeding 18 tons but under 19 tons	373.40	634.80	1008.20
(q) Exceeding 19 tons but under 20 tons	374.20	634.90	1009.10
(r) Exceeding 20 tons but under 21 tons	375.25	635.35	1010.60
(s) Exceeding 21 tons but under 22 tons	376.20	635.80	1012.00
(t) Exceeding 22 tons but under 23 tons	376.70	635.90	1012.60
(u) Exceeding 23 tons and over.....	377.10	636.10	1013.20

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

(aa) For a loader single-axle trailer $1.60 per day extra

(bb) For an empty single-axle trailer $1.95 per day extra

(cc) For any other empty trailer $1.10 per day extra.

(w) An employee who in the course of his/her employment drives a vehicle with self-loading equipment which requires the possession of a certificate of competency paid an extra $10.40 per week.

		BASE RATEPER WEEK$	ASNA$	TOTAL$
(3)	Driver of Articulated Vehicles:			
	(a) Not exceeding 9 tons capacity	370.10	633.50	1003.60
	(b) 9 tons and over but under 10 tons	371.30	634.10	1005.40
	(c) 10 tons and over but under 11 tons	371.60	634.10	1005.70
	(d) 11 tons and over but under 12 tons	372.20	634.20	1006.40
	(e) 12 tons and over but under 13 tons	372.55	634.35	1006.90
	(f) 13 tons and over but under 14 tons	373.60	634.80	1008.40
	(g) 14 tons and over but under 15 tons	375.00	635.30	1010.30
	(h) 15 tons and over but under 16 tons	375.40	635.30	1010.70
	(i) 16 tons and over but under 17 tons	376.30	635.80	1012.10
	(j) 17 tons and over but under 18 tons	377.00	636.10	1013.10
	(k) 18 tons and over but under 19 tons	378.20	636.30	1014.50
	(l) 19 tons and over but under 20 tons	379.00	636.30	1015.30
	(m) 20 tons and over but under 21 tons	379.50	636.90	1016.40
	(n) 21 tons and over but under 22 tons	380.30	637.20	1017.50
	(o) 22 tons and over but under 23 tons	381.40	637.60	1019.00
	(p) 23 tons and over but under 24 tons	382.30	637.80	1020.10
	(q) 24 tons and over but under 25 tons	382.90	638.00	1020.90
	(r) 25 tons and over but under 26 tons	383.30	638.00	1021.30
	(s) 26 tons and over but under 27 tons	384.15	638.45	1022.60
	(t) 27 tons and over but under 28 tons	385.25	638.75	1024.00

	(u) 28 tons and over but under 29 tons	385.85	639.25	1025.10
	(v) 29 tons and over but under 30 tons	386.60	639.30	1025.90
	(w) 30 tons and over but under 31 tons	387.45	639.55	1027.00
	(x) 31 tons and over but under 32 tons	388.50	639.90	1028.40
	(y) 32 tons and over but under 33 tons	389.55	640.45	1030.00
	(z) 33 tons and over but under 34 tons	389.85	640.55	1030.40
	(aa) 34 tons and over but under 35 tons	390.60	640.70	1031.30
	(ab) 35 tons and over but under 36 tons	391.65	641.15	1032.80
	(ac) 36 tons and over but under 37 tons	392.85	641.55	1034.40
	(ad) 37 tons and over but under 38 tons	393.55	641.55	1035.10
	(ae) 38 tons and over but under 39 tons	394.20	642.00	1036.20
	(af) 39 tons and over but under 40 tons	395.50	642.30	1037.80
	(ag) 40 tons and over but under 41 tons	396.40	642.80	1039.20
	(ah) 41 tons and over but under 42 tons	397.05	642.95	1040.00
	(ai) 42 tons and over but under 43 tons	398.10	643.20	1041.30
	(aj) 43 tons and over but under 44 tons	399.20	643.60	1042.80
	(ak) 44 tons and over but under 45 tons	399.90	643.90	1043.80
	(al) 45 tons and over but under 46 tons	400.70	644.20	1044.90
	(am) 46 tons and over but under 47 tons	401.70	644.40	1046.10
	(an) 47 tons and over but under 48 tons	402.75	644.95	1047.70
	(ao) 48 tons and over but under 49 tons	403.60	645.30	1048.90
	(ap) 49 tons and over but under 50 tons	404.30	645.30	1049.60
	(aq) 50 tons and over but under 51 tons	405.40	645.70	1051.10
	(ar) 51 tons and over but under 52 tons	406.35	646.25	1052.60
	(as) 52 tons and over but under 53 tons	407.20	646.50	1053.70
	(at) 53 tons and over but under 54 tons	408.05	646.75	1054.80
	(au) 54 tons and over but under 55 tons	409.05	646.95	1056.00
	(av) 55 tons and over.....	409.95	647.35	1057.30
(4)	Driver of Double Articulated Vehicle or Road Train:			
	(a) Not exceeding 31 tons capacity	392.50	641.30	1033.80
	(b) 31 tons and over but under 32 tons	392.95	641.55	1034.50
	(c) 32 tons and over but under 33 tons	393.65	641.55	1035.20
	(d) 33 tons and over but under 34 tons	394.30	642.00	1036.30
	(e) 34 tons and over but under 35 tons	395.25	642.25	1037.50
	(f) 35 tons and over but under 36 tons	395.70	642.30	1038.00
	(g) 36 tons and over but under 37 tons	396.60	642.80	1039.40
	(h) 37 tons and over but under 38 tons	397.25	642.95	1040.20
	(i) 38 tons and over but under 39 tons	397.80	643.10	1040.90
	(j) 39 tons and over but under 40 tons	399.30	643.60	1042.90
	(k) 40 tons and over but under 41 tons	400.10	644.00	1044.10
	(l) 41 tons and over but under 42 tons	400.70	644.20	1044.90
	(m) 42 tons and over but under 43 tons	401.70	644.40	1046.10
	(n) 43 tons and over but under 44 tons	402.50	644.70	1047.20
	(o) 44 tons and over but under 45 tons	403.10	645.20	1048.30
	(p) 45 tons and over but under 46 tons	403.90	645.30	1049.20
	(q) 46 tons and over but under 47 tons	405.10	645.60	1050.70
	(r) 47 tons and over but under 48 tons	405.40	645.70	1051.10

	(s) 48 tons and over but under 49 tons	406.25	645.95	1052.20
	(t) 49 tons and over but under 50 tons	407.20	646.50	1053.70
	(u) 50 tons and over but under 51 tons	407.90	646.70	1054.60
	(v) 51 tons and over but under 52 tons	408.45	646.85	1055.30
	(w) 52 tons and over but under 53 tons	409.40	647.30	1056.70
	(x) 53 tons and over but under 54 tons	410.25	647.55	1057.80
	(y) 54 tons and over but under 55 tons	410.95	647.65	1058.60
	(z) 55 tons and over.....	411.85	648.05	1059.90
(5)	Tow Motor Operator.....	349.75	626.65	976.40
(6)	Driver of Logging Tractor.....	355.00	628.40	983.40
(7)	Crane or Fork Lift Assistant.....	330.95	620.15	951.10

(8) JUNIOR EMPLOYEES:

In addition to such amounts as may be prescribed by subclause (2) of Clause 7. - Junior Employees, junior employees shall receive the following percentage of a Particle Board Employee Grade 1 wage rate:

Between 16 and 17 years of age 45%
Between 17 and 18 years of age 55%

(9) LEADING HANDS:

(a) Any employee placed by the employer in charge of not less than three and not more than ten other employees shall be paid $17.30 per week extra.

(b) Any employee placed by the employer in charge of more than ten other employees shall be paid $26.10 per week extra.

(10) SUPPLEMENTARY PAYMENTS:

(a) In addition to the Base Rate Per Week prescribed in this schedule, all adult employees shall be paid a supplementary payment of $39.90 per week for all purposes of this award.

(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.

(11) CALCULATION OF WAGE RATES - STATE WAGE CASE DECISIONS:

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

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

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

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

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

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