Western Australian
Industrial Gazette
PUBLISHED BY AUTHORITY

Sub-Part 1 WEDNESDAY, 1ST JULY, 1998 Vol. 78—Part 2

THE mode of citation of this volume of the *Western Australian Industrial Gazette* will be as follows:—
78 W.A.I.G.

AWARDS/AGREEMENTS— Variation of—

WESTERN AUSTRALIAN
INDUSTRIAL RELATIONS COMMISSION.

Variations to awards, industrial agreements and orders required by section 13(6) of the Industrial Relations Legislation Amendment and Repeal Act 1995

(No. 599 of 1998—superannuation requirements)

26 June 1998.

SUPERANNUATION

In December 1995 the Parliament of Western Australia passed the Industrial Relations Legislation Amendment and Repeal Act 1995 [hereinafter referred to as the "amending legislation"]. Section 13 of this amending legislation, which was separately and subsequently proclaimed to come into effect on 1 January 1998, inserted section 49C into the Industrial Relations Act, 1979 [hereinafter referred to as the "principal Act"]. This new section of the principal Act introduced superannuation related conditions which the Commission and the Railways Classification Board are to ensure are met by the provisions contained in awards and orders made, and industrial agreements registered by them from 1 January 1998 onward. Section 13 of the amending legislation also obliged the Commission and the Railways Classification Board to review within six months of 1 January 1998; each award, order and industrial agreement then in force; vary them where that is necessary to make existing superannuation prescriptions consistent with section 49C of the principal Act; publish in a newspaper circulating throughout the State and in the Western Australian Industrial Gazette notice of any proposal to vary; give notice of the right of any employer or organisation party to or bound by an affected award, order or industrial agreement to be heard on a proposal to vary, subject to application; enable the right to be heard.

Section 49C of the principal Act which is headed "**Superannuation**", so far as is material to the present review, prescribes—

49C. (1) In this section—

"complying superannuation fund or scheme" means a superannuation fund or scheme—

(a) that is a complying superannuation fund or scheme within the meaning of the *Superannuation Guarantee (Administration) Act 1992 of the Commonwealth;* and

(b) to which, under the governing rules of the fund or scheme, contributions may be made by or in respect of the employee permitted to nominate a fund or scheme.

(2) In exercising its jurisdiction under this Part the Commission shall not make an award or order, or register an industrial agreement, which requires contribution to a superannuation fund or scheme by an employee or by an employer in respect of an employee unless the award, order or industrial agreement—

(a) permits the employee to nominate a complying superannuation fund or scheme;

(b) requires the employer to notify the employee of the entitlement to nominate a complying superannuation fund or scheme;

(c) requires the employer—

(i) if the award, order or industrial agreement specifies one or more complying superannuation funds or schemes to which contributions may be made, to make contributions to that fund or scheme, or one of those funds or schemes nominated by the employer, until the employee nominates a complying superannuation fund or scheme; or

(ii) if the award, order or industrial agreement does not specify a complying superannuation fund or scheme to which contributions may be made, to make contributions to a complying fund or scheme nominated by the employer until the employee nominates such a fund or scheme;

(d) requires the employee and employer to be bound by the nomination of the employee unless the employee and employer agree to change the complying superannuation fund or scheme to which contributions are to be made; and

(e) provides that an employer shall not unreasonably refuse to agree to a change of complying superannuation fund or scheme requested by an employee.

Many thousands of awards, order and industrial agreements have been reviewed so as to; establish whether they deal with superannuation; determine whether those which contain superannuation provisions, are consistent with the requirements of section 49C of the principal Act, and to give consideration to draft proposals designed to remedy each inconsistency.

In excess of 680 awards, orders and industrial agreements require variation to achieve the consistency with section 49C of the principal Act that is required by section 13 of the amending legislation. And, given that a number of these awards, orders and industrial agreements expressly name more than 70 different superannuation funds or schemes, were these to be subjected to separate scrutiny so that the Commission may be satisfied that each of them is a "complying" fund or scheme (as defined within s.49C of the Principal Act) posed a complex task of mammoth proportions. Hence it is that the Commission concluded that the most expedient and expeditious course would be to produce a single proposal in concept, subject to an exclusion peculiar to the public sector, for consideration and comment by employers, unions, and any other person or body that might be affected by or have an interest in the variation proposals.

Public notice of the variation proposals together with identification of the awards, orders and industrial agreements to be affected, was published in The West Australian newspaper, on Friday 1 May 1998, and in a special edition of the Western Australian Industrial Gazette on that same date (78 WAIG 1548 et seq). Application to be heard or the opportunity to make written submissions closed at 5.00pm on Monday 11 May 1998.

Few employers made application to be heard in response to the public notice, the trustee company for one superannuation scheme applied and also lodged a written submission with leave of the Commission, that submission being in the form of a legal opinion provided to the trustee company. Applications were made on behalf of the Minister for Labour Relations, the Trades and Labor Council of Western Australia, and the Chamber of Commerce and Industrial of Western Australia (Inc) [hereinafter referred to as "the CCI"].

A hearing was conducted on 14 May 1998 and with the approval of the Commission additional written submissions were also received thereafter, the last on 23 June 1998.

Employers bound by the Timber Workers Award, the Furniture Trades Industry Award, and the Activ Foundation Inc Enterprise Agreement 1995, indicated through their representatives a preference that their respective awards and industrial agreement not be varied in the single form proposed but that they be varied in terms tailored specifically for each instrument. At the time of hearing no tailored variation proposals had been formulated by them and the Commission therefore allowed further time and opportunity for the affected parties to formulate their preferred proposals for submission to, and consideration by, the Commission.

The Commission subsequently received written proposals to amend the Timber Workers Award and the Particles Board Industry Award. Both the written proposals reflect that the parties have their own preferred terms to express the requirements of section 49C of the principal Act. These proposals are not however wholly suitable. Most importantly, they directly conflict with the requirements of section 49C(2)(c)(ii) of the principal Act. They are therefore not approved in their proposed form but will be allowed in the form adjusted by the Commission. The Commission has been informed in writing that the employers bound by the Furniture Industry Award no longer wish to pursue amendments different to the single proposal of the Commission.

A written proposal to amend the Activ Foundation Inc Enterprise Agreement 1995 in terms different to that proposed by the Commission has been received from the employer party to that industrial agreement. That proposal essentially dovetails the requirements of section 49C of the principal Act with the existing terms and format of the industrial agreement and subject to minor alterations will therefore be accommodated in the orders of the Commission.

The structure of the "Ngala Superannuation" Award 1989 is not suited to a variation in the single form proposed by the Commission. Consequently a different form of variation has been drafted to address the several material clauses however that has also been formulated so as to retain the essence of the single proposal.

Two public sector industrial agreements were identified by the Commission as potentially being caught by the requirements of the review insofar as they appeared to apply to public sector employees who are not government officers. Having heard from the representative of the Minister for Labour Relations, and the representative of the Trades and Labor Council of Western Australia, the Commission is satisfied that both the industrial agreements deal with matters falling solely within the jurisdiction of the Public Service Arbitrator and therefore they fall outside the scope of the review.

It was submitted on behalf of the Minister for Labour Relations that the Commission, differently constituted, registered a number of industrial agreements consequent upon proceedings held for that purpose on 30 March, 20 April and 4 May 1998, and notwithstanding that the Commission found to the contrary, it is said that those industrial agreements contain provisions inconsistent with section 49C of the principal Act. This Commission has now been asked to review the superannuation provisions of those agreements, apparently in the belief that they fall within the scope of the review process. In my view they do not fall within that scope.

The usual, but limited, power of the Commission to vary an industrial agreement by way of an order is, under the principal Act, confined solely to the matter of the stand-down of an employee. Section 13(6) of the amending legislation stands separate from and independent of the principal Act. It is this section which directs that the review be conducted , and further, it is this section alone which provides the special power for the Commission to order that superannuation related variations be made to an industrial agreement, however the exercise of this special power, is expressly limited to reviewing and varying industrial agreements in force on the coming into operation of section 13(6) of the amending legislation, that is, industrial agreements in force on 1 January 1998. The industrial agreements referred to were not in force at that time. Those agreements are therefore not caught by the review process and consequently the Commission as presently constituted does not have the power to order that they be varied.

There were oral submissions expressing the view that elements of the single proposal do not accurately reflect that required by the prescriptions of section 49C of the principal Act. Given these concerns the Commission is persuaded to redraft these elements, and some related verbiage, so as to more closely mirror the verbiage contained in the material parts of section 49C.

At the end of May the Commission received a written submission from the Minister for Labour Relations which advises that the Industrial Relations (Superannuation) Regulations 1997 [hereinafter referred to as "the Regulations"], made pursuant to the amending legislation, are subject to motions before the Parliament that they be disallowed; it is suggested that should they be disallowed any continuing reference to them in amendments effected to awards, orders and industrial agreements, as is currently proposed by the Commission, might lead to confusion amongst employers and employees; and the submission recommends that alternative wording be adopted which does not refer to the Regulations, but which is self speaking and states that the notice an employer is to give to an employee regarding a right of choice, be given as soon as practicable after the amendments determined by this review have effect, and be given in writing. That submission was circulated to all others who participated in the hearing and their comments were sought. The CCI and employers bound by the Timber Workers Award and the Particles Board Industry Award responded and opposed the proposal by the Minister for Labour Relations to the extent that employers be required to give employees notice in writing. That, they do on the grounds that such is unnecessary and over prescriptive. However, it is said that should the Commission be of the view that such is appropriate then notifications that an employee may give ought also be in writing.

Reference has been made to the Regulations within the provisions the Commission proposed be inserted in awards, orders and industrial agreements so as to alert those bound by these instruments to the fact that the prescriptions contained therein do not constitute an exhaustive statement of all the new superannuation related obligations, rights and procedures that they are to observe. The Regulations operate by proclamation and therefore have current force and effect, and that will continue until they may be "disallowed". Although the present Regulations may cease to operate it remains open for others to be proclaimed in terms which may also impinge upon any award, order or industrial agreement prescription. In my view, that

ought be brought to the attention of persons who would be directly affected. The present Regulations require that employers and employees give certain advises to each other, that they do so in writing, and in the case of an employer the information to be contained therein is expressly prescribed. Given that section 49C of the principal Act requires that awards, orders and industrial agreements contain obligations which are associated with or dependant upon the giving of certain advises, and hence they become enforceable, it is therefore sensible that written evidence of compliance be established. Accordingly, the Commission has redrafted each proposal before it and consequently each award, order and industrial agreement will be varied in terms which address the matters and concerns mentioned.

Having conducted the review, considered the submissions made, and to give effect to the conclusions reached, the Commission pursuant to the Industrial Relations Legislation Amendment and Repeal Act 1995, section 13(6), hereby makes the following orders—

THAT each award, order, or industrial agreement described in column 1 of schedule A to this order, be varied by—

(1) Inserting in each such award, order, or industrial agreement, as a preamble immediately following the schedule, order, or clause number and title contained in each award, order, or industrial agreement as is identified in column 2 of schedule A, or where the relevant subclause of the clause is also identified as the preamble to such subclause, the following provision—

> The superannuation provisions contained herein operate subject to the requirements of the hereinafter prescribed provision titled—Compliance, Nomination and Transition.

(2) Adding at the end of each schedule, order, clause, or subclause varied pursuant to paragraph (1) of this order, the following provision—

> Compliance, Nomination and Transition
>
> Notwithstanding anything contained elsewhere herein which requires that contribution be made to a superannuation fund or scheme in respect of an employee, on and from 30 June 1998—
>
> (a) Any such fund or scheme shall no longer be a complying superannuation fund or scheme for the purposes of this clause unless—
>
> (i) the fund or scheme is a complying fund or scheme within the meaning of the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth; and
>
> (ii) under the governing rules of the fund or scheme, contributions may be made by or in respect of the employee permitted to nominate a fund or scheme;
>
> (b) The employee shall be entitled to nominate the complying superannuation fund or scheme to which contributions are to be made by or in respect of the employee;
>
> (c) The employer shall notify the employee of the entitlement to nominate a complying superannuation fund or scheme as soon as practicable;
>
> (d) A nomination or notification of the type referred to in paragraphs (b) and (c) of this subclause shall, subject to the requirements of regulations made pursuant to the Industrial Relations Legislation Amendment and Repeal Act 1995, be given in writing to the employer or the employee to whom such is directed;
>
> (e) The employee and employer shall be bound by the nomination of the employee unless the employee and employer agree to change the complying superannuation fund or scheme to which contributions are to be made;
>
> (f) The employer shall not unreasonably refuse to agree to a change of complying superannuation fund or scheme requested by a employee;
>
> Provided that on and from 30 June 1998, and until an employee thereafter nominates a complying superannuation fund or scheme—
>
> (g) if one or more complying superannuation funds or schemes to which contributions may be made be specified herein, the employer is required to make contributions to that fund or scheme, or one of those funds or schemes nominated by the employer;
>
> or
>
> (h) if no complying superannuation fund or scheme to which contributions may be made be specified herein, the employer is required to make contributions to a complying fund or scheme nominated by the employer.

SCHEDULE A

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Accredited Fire Services Industrial Agreement	No. AG 98 of 1997	11. Industry Standards
Action Ceilings Industrial Agreement	No. AG 224 of 1995	11. Industry Standards
ADAP Installations Industrial Agreement	No. AG 166 of 1996	11. Industry Standards
ADAP Installations Industrial Agreement	No. AG 148 of 1997	12. Industry Standards Subclause 2
Advert Bricklaying Pty Ltd Industrial Agreement	No. AG 59 of 1995	11. Industry Standards
Advance Glass Industrial Agreement	No. AG 184 of 1995	11. Industry Standards
Advance Ceilings Industrial Agreement	No. AG 306 of 1995	11. Industry Standards
Advance Drilling and Sawing Industrial Agreement	No. AG 322 of 1995	11. Industry Standards
Advert Bricklaying Contractors Industrial Agreement	No. AG 180 of 1996	11. Industry Standards
Aerated Water and Cordial Manufacturing Industry Award 1975	No. 10 of 1975	34. Superannuation
A. Goninan & Co. Limited Bassendean Enterprise Agreement	No. AG 52 of 1997	8. Miscellaneous Subclause 8.1

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Air Conditioning and Refrigeration Industry (Construction and Service) Award	No. 10 of 1979	6. Superannuation
Alan Croll Roofing Industrial Agreement	No. AG 304 of 1995	11. Industry Standards
Alive Furniture Group Superannuation Order	No. C 782 of 1988	4. Contributions
Allcon Steel Construction Industrial Agreement	No. AG 181 of 1995	11. Industry Standards
Allcon Steel Construction Industrial Agreement	No. AG 141 of 1997	12. Industry Standards Subclause 2
Allwest Ceilings Industrial Agreement	No. AG 226 of 1995	11. Industry Standards
Amalgamated Metal Workers' and Shipwrights Union of Western Australia and another, and Centurian Industries Limited	No. C356 of 1987	the order
Animal Welfare Industry Award	No. 8 of 1968	29. Superannuation
Argyle Diamond Mine, Fluor Daniel Power & Maintenance Services, Maintenance Agreement, 1996	No. AG 342 of 1996	4.0. Wages Subclause 4.3
Arlow Insulation Industries Industrial Agreement	No. AG 48 of 1996	11. Industry Standards
Arlow Insulation Industrial Agreement	No. AG 161 of 1997	12. Industry Standards Subclause 2
Artifex Furniture Superannuation Order	No. C 615 of 1988	4. Contributions
A S Built Constructions Industrial Agreement	No. AG 228 of 1995	11. Industry Standards
Associated Minerals Consolidated Employees Occupational Superannuation Order	No. C 836 of 1987	4. Contribution
Associated Shopfitters Superannuation Order	No. C 522 of 1988	4. Contributions
Atelier Furniture Superannuation Order	No. C 674 of 1988	4. Contributions
Australian Red Cross Society Superannuation Order	No. C 752 of 1987	6. Contributions
A W Bricklaying Industrial Agreement	No. AG 60 of 1995	11. Industry Standards
A W Bricklaying Industrial Agreement	No. AG 192 of 1997	12. Industry Standards Subclause 2
B & L Formwork Industrial Agreement	No. AG 316 of 1995	11. Industry Standards
Bag, Sack and Textile Award	No. 3 of 1960	34. Superannuation
Bains Harding Industries Asbestos Eradication Industrial Agreement	No. AG 137 of 1994	15. Industry Standards
Bakers' (Metropolitan) Award	No. 13 of 1987	27. Superannuation
Ball and Son Pty Ltd Occupational Superannuation Order	No. C 376 of 1988	6. Contributions
Barlands Cabinets Superannuation Order	N0. C 396 of 1988	4. Contributions
Bayleys's Electrical Services Industrial Agreement	No. AG 136 of 1994	12. Industry Standards
Bayleys Electrical Service Industrial Agreement	No. AG 289 of 1995	11. Industry Standards
Bedrock Limestone Co Industrial Agreement	No. AG 152 of 1996	11. Industry Standards
Bedrock Limestone Industrial Agreement	No. AG 193 of 1997	12. Industry Standards Subclause 2
Belpile Piling Industrial Agreement	No. AG 182 of 1994	15. Industry Standards
Bells ThermalAG & Industrial Services Asbestos Eradication Industrial Agreement	No. AG 324 of 1995	15. Industry Standards
Beltreco Limited (North West) Enterprise Bargaining Agreement 1997	No. AG 270 of 1997	10. Enterprise Provision Subclause 10.1
Berrivale Orchards Limited Superannuation Order	No. C 480 of 1987	3. Contributions
Berkley Challenge Industrial Agreement	No. AG 127 of 1994	13. Industry Standards
Bethesda Hospital (HSOA) Administrative Staff Agreement 1996	No. AG 321 of 1996	18.0. Superannuation
Beton Contractors Industrial Agreement	No. AG 153 of 1955	11. Industry Standards
Bill Stevens Applied Applicators Industrial Agreement	No. AG 158 of 1995	11. Industry Standards
Bindoon Tiling Industrial Agreement	No. AG 215 of 1995	11. Industry Standards
B Kernaghan & Co. Industrial Agreement	No. AG 52 of 1995	12. Industry Standards
B Kernaghan & Co. Subiaco Grandstand Construction Project Agreement 1994	No. AG 53 of 1995	13. Industry Standards
B Kernaghan & Co. Industrial Agreement	No. AG 220 of 1995	11. Industry Standards
B Kernaghan & Co. Industrial Agreement	No. AG 27 of 1996	11. Industry Standards
B Kernaghan & Co. Domestic and MiNor Industrial Agreement	No. AG 54 of 1996	11. Industry Standards
BKM Construction Tilt-up Industrial Agreement	No. AG 196 of 1994	13. Industry Standards
Blackadder Construction Services Australia A.C.N. 075 296 883 Scaffolding Industrial Agreement	No. AG 281 of 1996	13. Industry Standards
Blackbeard and Co Industrial Agreement	No. AG 298 of 1996	11. Industry Standards
BMB Scaffold Industrial Agreement	No. AG 276 of 1995	11. Industry Standards
Bobrik Constructions Industrial Agreement	No. AG 46 of 1995	12. Industry Standards
Bobrik Constructions Bricklaying Industrial Agreement	No. AG 127 of 1995	11. Industry Standards

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Bob Edwards & Co. Industrial Agreement	No. AG 61 of 1995	11. Industry Standards
Boddington Pine Operations Agreement	No. AG 2 of 1991	8. Superannuation
Boral Building Services Industrial Agreement	No. AG 200 of 1994	12. Industry Standards
Boskovski Brick & Wall Paving Pty Ltd Industrial Agreement	No. AG 53 of 1996	11. Industry Standards
Brad Brick Bricklaying Industrial Agreement	No. AG 182 of 1995	11. Industry Standards
Brambles Western Australia—Placer (Granny Smith) Operation Gold Mining and Processing Agreement 1996	No. AG 330 of 1996	16. Superannuation
Bregma Industrial Agreement	No. AG 135 of 1994	13. Industry Standards
Bregma Industrial Agreement	No. AG 147 of 1995	11. Industry Standards
Bridge House—Salvation Army Agreement	AG 52 of 1993	14. Occupational Superannuation
Britt Bricklaying Industrial Agreement	No. AG 62 of 1995	11. Industry Standards
Brick Work Industrial Agreement	No. AG 302 of 1995	11. Industry Standards
Brick Work Industrial Agreement	No. AG 302 of 1995	11. Industry Standards
Brinkworth Drainage Contractors Industrial Agreement	No. AG 98 of 1996	11. Industry Standards
Bristile, Mittens, Whittakers (BMW) Occupational Superannuation Order (made 2 September 1987)	No. C 534 of 1987	5. Contributions
Broad Construction Services Industrial Agreement	No. AG 195 of 1994	12. Industry Standards
Brownbuilt Metalux Industries Enterprise Bargaining Agreement 1997/1999	No. AG 133 of 1997	21. Superannuation
Broadway Cabinets Superannuation Order	No. C 799 of 1988	4. Contributions
B & R Paving Industrial Agreement	No. AG 126 of 1996	11. Industry Standards
Brushmakers' Award	No. 30 of 1959	35. Superannuation
Budget Cabinets & Maintenance Industrial Agreement	No. AG 144 of 1996	11. Industry Standards
Building and Engineering Trades (Nickel Mining and Processing) Award, 1968 No. 20 of 1968 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
Building Trades Award 1968	No. 31 of 1966	38. Superannuation
Building Trades (Construction) Award 1987	No. R 14 of 1978	50. Superannuation
Building Trades (Goldmining Industry) Award No. 29 & 32 of 1965 and 4 of 1966 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
Bunnings Ltd Occupational Superannuation Order	No. C 1045 of 1987	6. Contribution
Bunnings Ltd Occupational Superannuation Order	No. C 472 of 1987	5. Contributions
Bunnings Limited (Enterprise Bargaining) Consent Agreement	No. AG 11. of 1992	21. Superannuation
Burswood Hotel (Maintenance Employees') Award 1990	No. A 6 of 1989(R)	24. Superannuation
Burswood Island Resort Casino (Maintenance Employees') Award	No. A 22 of 1986	26. Superannuation
Burswood International Resort Casino Employees' Industrial Agreement 1997	No. AG 164 of 1997	43. Superannuation
Burswood Management Limited Occupational Superannuation Order	No. C 974 of 1988	5. Contributions
Burswood Management Limited Occupational Superannuation Order 1988	No. C 1272 of 1988	5. Contributions
Burswood Resort Casino (Theatrical Employees) Award	No. A 10 of 1991	25. Superannuation
ButyNol Fixers (WA) Industrial Agreement	No. AG 240 of 1995	11. Industry Standards
Cabinex Superannuation Order	No. C 671 of 1988	4. Contributions
Cable Sands (WA) Pty Ltd Occupational Superannuation Order	No. C 790 of 1987	4. Contribution
Cable Sands (WA) Pty Ltd Occupational Superannuation Order (Order No. C 970 of 1987)	No. C709 of 1992	5. Superannuation Wage
Cabsteel Industries Industrial Agreement	No. AG 333 of 1996	11. Industry Standards
Cadbury Schweppes Pty Ltd—Drinks Division Superannuation Order	No. C 479 of 1987	4. Contributions
Canterbury Painting Services Industrial Agreement	No. AG 188 of 1995	11. Industry Standards
Canterbury Painting Services Domestic and Minor Industrial Agreement	No. AG 37 of 1996	11. Industry Standards
Cape Modern Joint Venture Industrial Agreement	No. AG 61 of 1996	11. Industry Standards
Capricorn Concrete Pty Ltd Industrial Agreement	No. AG 16 of 1996	11. Industry Standards
Caprigg Industrial Agreement	No. AG 188 of 1996	11. Industry Standards
Case and Boxmakers' Award, 1952	No. 48 of 1951	32. Superannuation
Cascade Services Pty Ltd Industrial Agreement	No. AG 292 of 1995	11. Industry Standards
Catering Employees (Nationwide Food Service) Award 1990	No. A 31 of 1981	38. Superannuation
Cat Reformer III Project Construction Agreement 1994	No. AG 78 of 1994	11. Superannuation
CDJ Carpentry Industrial Agreement	No. AG 327 of 1996	11. Industrial Standards
CDJ Carpentry & Ceiling Contractors Industrial Agreement	No. AG 190 of 1997	12. Industry Standards Subclause 2

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Ceilclad Linings Wall and Ceiling Industrial Agreement	No. AG 88 of 1996	13. Industry Standards
Cement and Lime Employees' (Swan Portland Cement Limited) Award	No. A 26 of 1988(R)	27. Redundancy Subclause (3)(b)(vi)
CGO Painting Contractors Industrial Agreement	No. AG 113. of 1996	11. Industry Standards
CGO Painting Contractors Domestic and MiNor Industrial Agreement	No. AG 114 of 1996	11. Industry Standards
Charter Plumbing & Gas Industrial Agreement	No. AG 258 of 1996	11. Redundancy & Superannuation
Child Care (Lady Gowrie Child Centre) Award	No.A 3 of 1984	24. Superannuation
Child Care (Out of School Care—Playleaders) Award	No.A 13 of 1984	24. Superannuation
Child Care (Subsidised Centres) Award	No.A 26 of 1985	25. Superannuation
Child Care Centres (Pre-School Teachers') Award 1983	No.A 3 of 1983	19. Superannuation
Children's Services (Private) Award	No.A 10 of 1990	21. Superannuation
Children's Services Consent Award, 1984	No.A 1 of 1985	24. Superannuation
Christ Church Grammar School Inc (Non-Teaching Staff Enterprise Bargaining) Agreement 1996	No. AG 223 of 1996	10. Efficiency Improvements Subclause 9
C & J Rigging Industrial Agreement	No. AG 191 of 1995	11. Industry Standards
C & J Rigging Industrial Agreement	No. AG 186 of 1997	12. Industry Standards Subclause 2
C & L Ceilings Wall and Ceiling Industrial Agreement	No. AG 74 of 1996	13. Industry Standards
Clarecraft Superannuation Order	No. C 1027 of 1988	4. Contributions
Cleaners and Caretakers (Car and Caravan Parks) Award 1975	No.5 of 1975	29. Superannuation
Cleaners and Caretakers Award, 1969	No. 12 of 1969	29. Superannuation
Clelands Cold Stores Pty Ltd Enterprise Agreement 1995	No. AG 35 of 1995	40. Superannuation
Clelands Cold Stores Pty Ltd Enterprise Agreement 1996	No.AG 216 of 1996	40 Superannuation
Clothing Trades Award 1973	No. 16 of 19972	32. Superannuation
Clerks (Commercial Radio and Television Broadcasters) Award of 1970	No.14 C of 1968	33. Superannuation
Clerks (Commercial, Social and Professional Services) Award No. 14 of 1972	No. 14 of 1972	34. Superannuation
Clerks (Timber) Award	No.61 of 1947	33. Superannuation
Clerks (Accountants Employees) Award 1984	No. A8 of 1982	28. Superannuation
Clerks' (Bailiffs' Employees) Award 1978	No. R19 of 1976	21. Superannuation
Clerks' (Control Room Operators) Award 1984	No. A 14 of 1981	34. Superannuation
Clerks' (Credit and Finance Establishments) Award	No. 16 of 1952	33. Superannuation
Clerks; (Customs and/or Shipping and/or Forwarding Agents) Award 1971	No. 47 of 1948	32. Superannuation
Clerks' (Hotels, Motels and Clubs) Award 1979	No. R 7 of 1977	27. Superannuation
Clerks' (R.A.C. Control Room Officers) Award of 1988	No. A42 of 1987	32. Superannuation
Clerks (Racing Industry—Betting) Award 1978	No. R 22 of 1977	17. Superannuation
Clerks' (Taxi Services) Award of 1970	No. 14B of 1968	33. Superannuation
Clerks' (Wholesale & Retail Establishments) Award	No. 38 of 1947	34. Superannuation
Clover Meats Occupational Superannuation Fund Order	No. C 940 of 1988	5. Fund
Clover Meats Occupational Superannuation Fund Ordeer (Waroona and Fremantle)	No. C 1080 of 1988	5. Fund
Club Workers' Award, 1976	No. 12 of 1976	37. Superannuation
Cockburn Cement Limited Award 1991	No.A 14 of 1991	27. Superannuation
Cockburn Cement Limited (Enterprise Bargaining) Agreement 1995	No. AG 293 of 1995	16. Superannuation
Coflexip Asia Pacific Industrial Agreement 1994	No. AG 46 of 1994	17. Superannuation
Coflexip Stena Offshore Asia Pacific Pty Ltd Industrial Agreement 1997	No. AG 240 of 1997	17. Superannuation
Co-generation Power Station Project Agreement 1995	No. AG 311. of 1995	18. Superannuation
Co-generation Power Station Project Agreement 1995	No. AG 86 of 1996	18. Superannuation
Coles New World Supermarkets, Coles Fossey and Woolworths (WA) Limited AMIEU Superannuation Order	No.1135 of 1990	6. Contributions
Concept Interiors Superannuation Order	No. C 397 of 1988	4. Contributions
Co-operative Bulk Handling Ltd and the Federated Clerks' Union of Australia Industrial Union of Workers, W.A. Branch Superannuation Order	No. C 146 of 1988	Clause 5
Co-operative Bulk Handling Limited and the Western Australian Grain Handling Salaried Officers Association Superannuation Order May 1991	No. 624 of 1991	Schedule, Clause 2
Co-operative Bulk Handling Limited Maintenance Employees 3% Superannuation Agreement (1988)a	No. C 1105 of 1988	Clause (4)

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Cooling Bros Superannuation Order	No. C 801 of 1988	4. Contributions
Combined Cabinets Superannuation Order	No. C 144 of 1988	4. Contributions
Commercial Travellers and Sales Representatives' Award 1978	No. R 43 of 1978	23. Occupational Superannuation
Commercial Blasting Industrial Agreement	No. AG 131 of 1994	13. Industry Standards
Compact Brickpaving & Designer Landscaping Industrial Agreement	No. AG 167 of 1995	11. Industry Standards
Combined Roofing Industries Industrial Agreement	No. AG 149 of 1996	11. Industry Standards
Commercial Plumbing Industrial Agreement	No. AG 291 of 1996	11. Industry Standards
Commercial Plastering Industrial Agreement	No. AG 81 of 1997	11. Industry Standards
Community Newspapers (Printing) Superannuation Order	No. 1645 of 1988	5. Employer Contributions
Compressed Contracting Industrial Agreement	No. AG 266 of 1997	12. Industry Standards Subclause 2
Contract Cleaners' (Ministry of Education) Award, 1990	No. A 5 of 1981	31. Superannuation
Contract Cleaning (F.M.W.U.) Superannuation Award, 1988	No. A 3 of 1988	
Consolidated Constructions East Perth Holiday Inn Agreement 1995	No. AG 214 of 1995	13. Industry Standard
Concrete Boys Industrial Agreement	No. AG 326 of 1996	11. Industry Standards
Congregation of the Presentation Sisters WA Inc Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 309 of 1997	25. Superannuation
Congregation of the Missionary Oblates of the Most Holy and Immaculate Virgin Mary Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 288 of 1997	25. Superannuation
Cooktown Constructions industrial Agreement	No. AG 243 of 1995	11. Industry Standards
Craig & Taylor Formwork (1981) Industrial Agreement	No. AG 241 of 1995	11. Industry Standard
Crown Roofing Industrial Agreement	No. AG 227 of 1995	11. Industry Standards
CSBP & Farmers Award 1990	No. A 19 of 1989	31. Superannuation
CSBP & Farmers Ltd Agreement 1991	No. AG 1 of 1992	17. Superannuation
C S Perrott Industrial Agreement	No. AG 191 of 1997	12. Industry Standards
C & S Perrott Industrial Agreement	No. AG 225 of 1995	11. Industry Standards
Daily News (Printing) Superannuation Order Contributions	No. 1645 of 1988	5. Employer
Dairy Factory Workers' Award	No. A 15 of 1982	34. Superannuation
Dampier Salt (Operations) Pty Ltd Occupational Superannuation Order (AWU)	No. C 76 of 1988	Schedule A, 4. Contribution
Dampier Salt (Operations) Pty Ltd Occupational Superannuation Order (Metal Trades)	No. C 76 of 1988	Schedule B, 4. Contribution
Dardanup Butchering Company Nominees Pty Ltd Occupational Superannuation Fund Order	No. 379 of 1990	5. Fund
Dawson AOC Water Services Pty Ltd Mechanical and Electrical Maintenance Enterprise Bargaining Agreement, 1996	No. AG 115 of 1996	18. Superannuation
De Franscesch Builders Industrial Agreement	No. AG 156 of 1994	13. Industry Standards
Delkey Holdings Industrial Agreement	No. AG 63 of 1995	11. Industry Standards
Delta Corporation Industrial Agreement	No. AG 133 of 1994	13. Industry Standards
Delta Corporation Ltd, Herne Hill Enterprise Bargaining Agreement 1995	No. AG 91 of 1996	13. Industry Standard
Deluxe Earthmoving Pty Ltd Industrial Agreement	No. AG 143 of 1996	11. Industry Standards
Dental Technicians' and Attendant/Receptionists Award, 1982	No.29 of 1982	34. Superannuation
Derby Meat Processing Co Ltd Occupational Superannuation Fund Order	No. C 1349 of 1988	5. Fund
Design Ceilings Industrial Agreement	No. AG 9 of 1994	17. Superannuation Scheme Contributions
Design Ceilings Wall and Ceiling Industrial Agreement	No. AG 68 of 1996	13. Industry Standards
D M R Plastering Contractors Industrial Agreement	No. AG 155 of 1994	17 Superannuation Scheme Contributions
Dongara Demolition Industrial Agreement	No. AG 104 of 1995	25. Industry Standards
Doric Constructions Pty Ltd Industrial Agreement	No. AG 303 of 1995	11. Industry Standards
D'Orsogna Pty Limited Occupational Superannuation Fund Order	No. 315 of 1989	5. Fund
The Draughtsmen's, Tracers', Planners' and Technical Officers' Award 1979	No.R 11 of 1979	39. Superannuation
Drum Reclaiming Award	No.21 of 1961	32. Superannuation
Dry Cleaning and Laundry Award 1979	No.R 35 of 1978	34. Superannuation
Dudley Agreement (Industrial Agreement) 1995	No.AG 78 of 1995	25. Superannuation
Dunmar Airconditioning & Sheet Metal Industrial Agreement	No. AG 166 of 1995	11. Industry Standards

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Earth Moving and Construction Award	No.10 of 1963	32. Superannuation
EasyPave Pty Ltd Industrial Agreement	No. AG 162 of 1995	11. Industry Standards
East Spar Project (Varanus Island) Agreement 1996	No. AG 78 of 1996	14. Superannuation
E.G. Green and Sons Occupational Superannuation Fund Order	No. C 432 of 1988	5. Fund
Electrical Contracting Industry Award R 22 of 1978	No.R 22 of 1978	36. Superannuation
Electrical Trades (Goldmining) Award 1969 No. 57 of 1968 Western Mining Corporation Limited Occupational Superannuation Order	No.CR 330 of 1993	4. Contributions
Elgin Abattoir Occupational Superannuation Fund Order	No. C 245 of 1989	5. Fund
Elko Interiors Superannuation Order	No. C 672 of 1988	4. Contributions
Elite Waterproofing Industrial Agreement	No. AG 163 of 1995	11. Industry Standards
Email Limited Major Appliance Group—Osborne Park Service Technicians Enterprise Agreement 1997	No AG 258 of 1997	16. Superannuation
Engine Drivers' (Building and Steel Construction) Award	No. 20 of 1973	35. Superannuation
Engine Drivers' (General) Award	No.R 21A of 1977	23. Superannuation
Engine Drivers' (Gold Mining) Consolidated Award 1979 No. 37 of 1947 Western Mining Corporation Limited Occupational Superannuation Order	No.CR 330 of 1993	4. Contributions
Engine Drivers' (Nickel Mining) Award 1968 No. 37 of 1968 Western Mining Corporation Limited Occupational Superannuation Order	No.CR 330 of 1993	4. Contributions
Engine Drivers (Quarries, Sand Pits and Limestone Quarries) Agreement 1991	No.AG 8 of 1991	21. Superannuation
Engineering and Engine Drivers' (Nickel Smelting) Award, 1973 No. 4 of 1973 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
Engineering Trades and Engine Drivers' (Nickel Refining) Award, 1971 No. 10 of 1971 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
Entact Clough Industrial Agreement	No. AG 45 of 1995	12. Industry Standards
Entact Clough Industrial Agreement	No. AG 318 of 1995	11. Redundancy Pay & Superannuation
Ethnic Children's Services Industrial Award, 1993 No. A 10 of 1989	No. A 10 of 1989	24. Superannuation
European Ceramics Industrial Agreement	No. AG 339 of 1996	11. Industry Standards
Executive Paving Industrial Agreement	No. AG 295 of 1995	11. Industry Standards
Family Day Care Co-Ordinators' and Assistants' Award, 1985	No.A 16 of 1985	27. Superannuation
Farm Employees' Award, 1985	No.A 19 of 1984	19. Superannuation
FCB Woodcraft Superannuation Order	No. C 798 of 1988	4. Contributions
F E & L E Contractors Industrial Agreement	No. AG 327 of 1995	11. Industry Standards
F E & L E Contractors Industrial Agreement	No. AG 194 of 1997	12. Industry Standards Subclause 2
Fertal Holdings Pty Ltd Occupational Superannuation Fund Order	No. C 1360 of 1988	5. Fund
Fintern Pty Ltd Enterprise Agreement	No. AG 115 of 1994	13. Industry Standards
Fintern Pty Ltd Industrial Agreement	No. AG 64 of 1995	11. Industry Standards
Fintern Bricklaying Industrial Agreement	No. AG 135 of 1995	11. Industry Standards
Fintern Pty Ltd Industrial Agreement	No. AG 213. of 1997	12. Industry Standards
Fire Rated Systems Industrial Agreement	No. AG 176 of 1995	11. Industry Standards
Five Star Ceramics Industrial Agreement	No. AG 238 of 1996	11. Industry Standards
F J & G Contractors Industrial Agreement	No. AG 223 of 1995	11. Industry Standards
F J & G Contractors Industrial Agreement	No. AG 195 of 1997	12. Industry Standards Subclause 2
Fluor Daniel Power and Maintenance Services Power Plant Maintenance Agreement	No. AG 115 of 1997	6.1 Superannuation
Focus Shopfitters Superannuation Order	No. C 519 of 1988	4. Contributions
Food Industry (Food Manufacturing or Processing) Award	No. A 20 of 1990	24. Superannuation
Formstruct Industrial Agreement	No. AG 9 of 1995	12. Industry Standards
Foremen (Building Trades) Award 1991	No. A 5 of 1987	19. Superannuation
Forest Furniture Superannuation Order	No. C 784 of 1988	4. Contributions
Forrestfield CBH Grain Silo Construction Project Agreement 1996	No. AG 328 of 1996	12. Superannuation
Frank Peter Longshaw Industrial Agreement	No. AG 183 of 1995	11. Industry Standards
Fred Mason Bricklaying Industrial	No. AG 137 of 1995	11. Industry Standards
Fred Mason Contract Bricklayer Industrial Agreement	No. AG 282 of 1996	11. Industry Standard
Fremantle Furniture Factory Superannuation Order 1990	No. 2740 of 1989	4. Contributions

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Fremantle Steel Fabrication Co Industrial Agreement	No. AG 331 of 1995	11. Industrial Standard
Fremantle Steel Fabrication Industrial Agreement	No. AG 268 of 1997	11. Industry Standards Subclause 2
Frimley Nominees Industrial Agreement	No. AG 203 of 1996	11. Industry Standards
The Fruit Growing and Fruit Packing Industry Award	No. R 17 of 1979	26. Superannuation
Funeral Directors' Assistants' Award	No. 18 of 1962	37. Superannuation
Furniture and Allied Industries Superannuation Order	No. 701 of 1990	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 702 of 1990	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 703 of 1990	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 704 of 1990	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 705 of 1990	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 706 of 1990	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 707 of 1990	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 708 of 1990	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1674 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1675 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1676 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1677 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1678 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1679 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1680 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1681 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. 1682 of 1988	6. Contributions
Furniture and Allied Industries Superannuation Order	No. C 825 of 1988	6. Contributions
Furniture Trades Industry Award	No. A 6 of 1984	49. Superannuation
Gadsden Furniture Superannuation Order	No. C 692 of 1988	4. Contributions
G & N Con-Form Industrial Agreement	No. AG 7 of 1996	11. Industry Standards
G & P Tagni Concrete Pumping Industrial Agreement	No. AG 114 of 1997	13. Industry Standards
G. Construction Engineering Industrial Agreement	No. AG 270 of 1995	11. Industry Standards
Gemini Formwork Industrial Agreement	No. AG 144 of 1995	11. Industry Standards
Geo A Esslemont & Son Industrial Agreement	No. AG 126 of 1994	13. Industry Standards
Geo A Esselement & Son industrial Agreement	No. AG 277 of 1995	11. Industry Standards
George Moss Limited (Superannuation) Order No. 2	No. 1684(2) of 1988	7. Fund Membership
George Weston Foods Ltd trading as Tip Top Bakeries Western Australia Superannuation Order	No. C 1226A of 1998	Clause (3)
George Weston Foods Limited trading as Tip Top Bakeries Western Australia Superannuation Order 1988	No. C 445 of 1988	Clause (3)
George Weston Foods Limited trading as Tip Top Bakeries Western Australia Superannuation Order 1988	No. C 44 1037 of 1988	Clause (3)
George Weston Foods Limited/The Federated Millers and Mill Employees' Union Superannuation Order	No. C 421 of 1988	5. Contributions
George Weston Foods trading as Capel Dairy Co (W.A.) Superannuation Order	No. C 485 of 1988	Clause (3)
GFWA Industrial Agreement 1996	No. AG 204 of 1996	11. Industry Standards
Gilbarco Aust. Ltd (Perth) Enterprise Agreement 1996	No. AG 179 of 1996	14. Superannuation
Glass Works Industrial Agreement	No. AG 52 of 1996	11. Industry Standards
Glen Ross Bricklaying Industrial Agreement	No. AG 65 of 1995	11. Industry Standards
Glen Ross Bricklaying Industrial Agreement	No. AG 305 of 1995	11. Industry Standards
Glen Ross Bricklaying Industrial Agreement	No. AG 187 of 1997	12. Industry Standards Subclause 2
Globe Meats Bellevue Enterprise Agreement 1997	No. AG 129 of 1997	24. Superannuation
GMF Contractors Industrial Agreement	No. AG 62 of 1996	11. Industry Standards
Golden Valley Mines Superannuation Order	No. 263 of 1989	4. Contributions
Gold Mining Consolidated Award 1980 No. 21 of 1967 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
Gold Mining Engineering and Maintenance Award No. 26 of 1947 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
Goldmining Industry (Tara Drilling and Mining Services) Occupational Superannuation Order	No. C 570 of 1988	4. Contributions
Goldmining Industry Occupational Superannuation Order	No. C792 of 1987	4. Contribution

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Goldmining Industry (Waroona Contracting) Occupational Superannuation Order	No. C 222 of 1988	4. Contribution
Goldsworthy Mining Limited ADSTE Staff Award	No. 33 of 1981	16. Sick Leave & Sickness & Accident Benefit Plan Subclause 5.(b)
Golf Link and Bowling Green Employees' Award, 1993	No. 16 of 1967	13. Superannuation
Goninan WA Division bassendean Enterprise Bargaining Agreement	No. AG 48 of 1993	11. Superannuation
Gordon & Gotch Limited Enterprise Bargaining Agreement 1997	No. AG 43 of 1997	11. Redundancy Package
Graceville Women's Centre—Salvation Army Industrial Agreement	No. AG 183 of 1997	25. Superannuation
Greenbushes Mine Maintenance (Enterprise Bargaining) Industrial Agreement 1993	No. AG 51 of 1993	21. Superannuation
Gregory's Plumbing & Pipeline Services Industrial Agreement	No. AG 194 of 1996	11. Redundancy & Superannuation Contributions
Griffin On Shore Gas Plant Project Construction Order 1993	No. C 550 of 1993	9. Superannuation
Ground Water Control (1974) Industrial Agreement	No. AG 317 of 1995	11. Industry Standards
Ground and Foundation Supports Industrial Agreement	No. AG 95 of 1996	11. Industry Standards
Hairdressers Award 1989	No.A 32 of 1988	29. Superannuation
Hammer Outdoor Design Industrial Agreement	No. AG 165 of 1995	11. Industry Standards
Hardaz Concrete Industrial Agreement	No. AG 155 of 1997	12. Industry Standards Subclause 2
Hatch Industrial Services Pty Ltd Industrial Agreement	No. AG 14 of 1996	11. Industry Standards
HB Brady Co Pty Ltd Wall and Ceiling Industrial Agreement	No. AG 315 of 1966	13. Industry Standards
Health Attendants Award, 1979	No.A 49 of 1978	27. Superannuation
Health Care Industry (Private) Superannuation Award 1987	No. A 8 of 1988	7. Review of Contributions 8. Fund
Higginson's Painting Service Industrial Agreement	No. AG 89 of 1996	11. Industry Standards
Historium Furniture Superannuation Order	No. C 437 of 1988	4. Contributions
Hi Tec Demolition Industrial Agreement	No. AG 81 of 1995	25. Industry Standards
HJ & JW Mast Painting Contractors Industrial Agreement	No. AG 217 of 1995	11. Industry Standards
HJ & JW Mast Painting Contractors Domestic and MiNor Industrial Agreement	No. AG 38 of 1996	11. Industry Standards
Hollywood Private Hospital (HSOA) Enterprise Agreement 1997	No. AG 262 of 1997	16. Superannuation
Home Building Society Award Staff Superannuation Fund Order	No. C 1121 of 1988	6. Funds
The Horticultural (Nursery) Industry Award	No. 30 of 1980	26. Superannuation
Hospital Salaried Officers (Dental Therapists) Award, 1980	No. R27 of 1977	26. Superannuation
Hospital Salaried Officers (Good Samaritan Industries) Award 1990	No. A8 of 1989	24. Superannuation
Hospital Salaried Officers (Workpower) Award of 1996	No. A 8 of 1996	21. Superannuation
Hospital Salaried Officers (Joondalup Health Campus) Award, 1996	No. A 1 of 1996	8. Superannuation
Hospitality and Liquor Industry Occupational Superannuation Order	No. 323 of 1989	5. Contributions
Hotel and Tavern Workers' Award 1978	No. R31 of 1977	38. Superannuation
Hot Briquetted Iron Project Agreement	No. AG 62 of 1997	2 (iv) Agreement Undertakings
Independent Pump Hire Industrial Agreement	No. AG 278. Of 1995	11. Industry Standards
Independent School Teachers' Award 1976	R 27 of 1976	18. Superannuation
Independent Schools Administrative and Technical Officers Award 1993	No. A 15 of 1991	23. Superannuation
Independent Wool Dumpers Pty Ltd Superannuation Order	No. C575 of 1987	4. Fund
Inform Construction Industrial Agreement	No. AG 309 of 1995	11. Redundancy Pay & Superannuation
Institute of the Blessed Virgin Mary Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 307 of 1997	25. Superannuation
Interceramics Industrial Agreement	No. AG 185 of 1995	11. Industry Standards
International Cabinets Superannuation Order	No. C 521 of 1988	4. Contributions
Interpave Industrial Agreement	No. 67 of 1996	11. Industry Standards
Interpave (WA) Industrial Agreement	No. AG 156 of 1997	12. Industry Standards Subclause 2
Interstate Crane and Transport Hire Industrial Agreement	No. AG 267 of 1997	11. Industry Standards Subclause 2
Issa Furniture Superannuation Order	No. C 351 of 1998	4. Contributions

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
J & R Chatfield Enterprise Industrial Agreement	No. AG 149 of 1997	12. Industry Standards Subclause 2
Jasmat Steel Fabrications Industrial Agreement	No. AG 165 of 1996	11. Industry Standards
J B J Plasterers Industrial Agreement	No. AG 90 of 1996	11. Industry Standards
J H Mac Engineering Industrial Agreement	No. AG 76 of 1997	11. Industry Standards
Jim Kemp Carpentry Industrial Agreement	No. AG 219 of 1997	12. Industry Standards Subclause 2
J & K Reinforcing Industrial Agreement	No. AG 142 of 1995	11. Industry Standards
John's Bricklaying Industrial Agreement	No. AG 66 of 1995	11. Industry Standards
John XXIII College Council Inc Non- Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 316 of 1997	25. Superannuation
Jostell Jarrah Furniture Superannuation Order	No. C 669 of 1988	4. Contributions
Journalists' (Community Newspapers) Superannuation Order 1988	No. C 737 of 1988	6. Transfer Between Funds
J & P Brickwork Industrial Agreement	No. AG 73 of 1995	11. Industry Standards
J & R Chatfield Enterprises Industrial Agreement	No. AG 164 of 1995	11. Industry Standards
Karrinyup Plastering Industrial Agreement	No. AG 171 of 1994	12. Industry Standards
Karrinyup Plastering Co Industrial Agreement	No. AG 192 of 1995	11. Industry Standards
Karrinyup Plastering Co Pty Ltd Industrial Agreement	No. AG 159 of 1997	12. Industry Standards Subclause 2
K B E Contracting Asbestos Eradication Industrial Agreement	No. AG 145 of 1994	25. Industry Standards
KBE Contracting Industrial Agreement	No. AG 104 of 1996	11. Industry Standards
Kembla Furniture Superannuation Order	No. C 797 of 1988	4. Contributions
Keywest Constructions Industrial Agreement	No. AG 301 of 1995	11. Redundancy Pay & Superannuation
Kilcullen and Clark Industrial Agreement	No. AG 328 of 1995	11. Redundancy Pay & Superannuation
Kilbride Industrial Agreement	No. AG 175 of 1996	11. Industry Standards
K-Mart Western Australia Distribution Centres Enterprises Agreement	No. AG 16 of 1995	46 Superannuation
K- Mart Western Australia Distribution Centres Agreement	No. AG 100 of 1996	46. Superannuation
K M D Interiors (WA) Pty Ltd Industrial Agreement	No. AG 51 of 1996	11. Industry Standards
KMD Interiors Industrial Agreement	No. AG 160 of 1997	12. Industry Standards
Kwinana Towage Services Small Craft Crews Agreement 1986	No. AG 9 of 1989	18. Superannuation
L & M Painting Service Commercial Industrial Agreement	No. 334 of 1995	11. Industry Standards
Lawson Furnishers Superannuation Order	No. C 925 of 1988	4. Contributions
Largo Construction Demolition Industrial Agreement	No. AG 83 of 1995	25. Industry Standards
Ledger Engineering Pty Ltd Employment Agreement	No. C 729 of 1988	13. Superannuation
Leighton Contractors Pty Limited Agreement 1994 For Construction of the Wandoo Concrete Gravity Structure	No. AG 64 of 1996	24. Superannuation
Leslie Concrete Industrial Agreement	No. AG 180 of 1995	11. Industry Standards
Leslie Concrete Industrial Agreement	No. 272 of 1997	12. Industry Standards Subclause 2
Leslie Salt Co Operational Superannuation Order	No. C 450 of 1987	5. Contributions
Lidco Aluminium Windows Pty Ltd Industrial Agreement	No. AG 291 of 1995	11. Industry Standards
Linear Ceilings Wall and Ceiling Industrial Agreement	No. AG 87 of 1996	13. Industry Standards
L & M Painting Service Domestic Industrial Agreement	No. AG 335 of 1995	11. Industry Standards
Loon's Cabinet Works Superannuation Order	No. C 668 of 1988	4. Contributions
Lorndell Holdings Industrial Agreement	No. AG 36 of 1996	11. Industry Standards
M & J Mitchell Enterprise Agreement 1997	No. AG 185 of 1997	11. Superannuation
Mainline Demolition Industrial Agreement	No. AG 82 of 1995	25. Industry Standards
Malaga Scaffold Hire Scaffolding Industrial Agreement	No. AG 150 of 1996	13. Industry Standards
Mapstone Carter Industrial Agreement	No. AG 177 of 1995	11. Industry Standards
Marine Stores Award	No. 13 of 1958	31. Superannuation
Mark Duffy Plasterers Industrial Agreement	No. AG 118 of 1996	11. Industry Standards
Masters Dairy Award 1994	No. A2 of 1994	15. Superannuation
Masterplanners Interiors Pty Ltd Industrial Agreement	No. AG 49 of 1996	11. Industry Standards
Materials Testing Employees' Award, 1984	No. A5 of 1982	29. Superannuation
M B Foster Industrial Agreement	No. AG 83 of 1996	11. Industry Standards
McCarthy and McCord Bricklayers Industrial Agreement	No. AG 130 of 1995	11. Industry Standards
McCracken Rigging Industrial Agreement	No. AG 239 of 1995	11. Industry Standards
M & D Vujacic Industrial Agreement	No. AG 196 of 1997	12. Industry Standards Subclause 2

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Meat Industry (State) Award, 1980	No. R 9 of 1979	43. Superannuation
Menchetti Nominees Industrial Agreement	No. AG 157 of 1995	11. Industry Standards
Merym Pty Ltd Industrial Agreement	No. AG 114 of 1994	11. Industry Standards
Merym Constructions Industrial Agreement	No. AG 230 of 1995	11. Industry Standards
Mervon Industrial Agreement	No. AG 297 of 1996	11. Industry Standards
Metal Trades (General) Award	No. 13 of 1965	33. Superannuation
Metals and Engineering Rapid Metal Developments (Aust) Pty Ltd Award 1993	No. A 4 of 1993	26. Superannuation
Methodist Ladies' College (Non-Teaching Staff Enterprise Bargaining) Agreement 1997	No. AG 326 of 1997	14. Superannuation
Metro Meat Ltd (Linley Valley) Occupational Superannuation Fund Order	No. 1603 of 1990	5. Fund
Metro Meat Ltd Occupational Superannuation Fund Order	No. C 1348 of 1988	5. Fund
Midwest Abattoirs Pty Ltd Occupational Superannuation Fund Order	No. 7 of 1989	5. Fund
Mike Harper Industrial Agreement	No. AG 227 of 1996	11. Industry Standards
Mildura Fruit Juices Superannuation Order	No. C 481 of 1987	2. Scheme
Mineral Earths Employees' Award	No. 9 of 1975	28. Superannuation
Miscellaneous Workers' (Security Industry) Superannuation Award, 1987	No. A 34 of 1987	6. Fund 7. Contributions
Mitchell Erectors Industrial Agreement	No. AG 169 of 1995	11. Industry Standards
Mitchell Erectors Industrial Agreement	No. AG 158 of 1997	12. Industry Standards Subclause 2
Mitre 10 Warehouse Employees Agreement 1996	No. AG 246 of 1996	17. Superannuation
M & M Robinson Bricklaying Industrial Agreement	No. AG 71 of 1995	11. Industry Standards
Moerlina School (Enterprise Bargaining) Agreement 1997	No. AG 63 of 1997	11. Salary Rates Subclause 2
Monumental Masonry Industry Award 1989	No. A36 of 1987	8. Superannuation
Mooring Services (Cape Cuvier) Award 1982	No. 13 of 1981	16. Superannuation
Morley Bricklayers Industrial Agreement	No. AG 129 of 1995	11. Industry Standards
Morley Bricklaying Contractors Industrial Agreement	No. AG 315 of 1995	11. Industry Standards
Motel, Hostel Service Flats and Boarding House Workers' Award, 1976	No. 29 of 1974	27. Superannuation
Motel Vehicle (Service Stations, Sales Establishments, Rust Prevention and Paint Protection) Industry Award	No. 29 of 1980	15. Superannuation
M R Formwork (WA) Pty Ltd Industrial Agreement	No. AG 50 of 1996	11. Industry Standards
Mt Keith Construction Project Order No. C232 of 1993, C 151 of 1994 and C 164 of 1994	No. C232 of 1993, C 151 of 1994 and C 164 of 1994	11. Superannuation
M T Lothian Plasterers Industrial Agreement	No. AG 156 of 1995	11. Industry Standards
Muldoon Tiles Industrial Agreement	No. AG 319 of 1995	11. Industry Standards
Multi Glass Industrial Agreement	No. AG 77 of 1997	11. Industry Standards
Mywest Australia Industrial Agreement	No. AG 307 of 1995	11. Industry Standards
Naus Building Products Industrial Agreement	No. AG 251 of 1997	12. Industry Standards Subclause 2
N.B. Love Starches (WA) State Site Agreement 1996	No. AG 292 of 1996	19. Superannuation
Nestle Confectionery Limited 69 Kewdale Road Warehouse Site Agreement 1995	No. AG 337 of 1995	14. Redundancy Subclause 20
Newcastle Shopfitters Superannuation Order	No. C 800 of 1988	4. Contributions
New Cement Industrial Agreement	No. AG 174 of 1994	12. Industry Standards
New Cement Co Industrial Agreement	No. AG 238 of 1995	11. Industry Standards
New Concrete Co Industrial Agreement	No. AG 57 of 1996	11. Industry Standards
Nickel Mining Processing Award 1975 No. 18 of 1975 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
Nickel Refining Award 1971 No. 6 of 1971 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
Nickel Smelting (Western Mining Corporation Limited) Award, 1972 No. 18 of 1972 Western Mining Corporation Limited Occupational Superannuation Order	No. CR 330 of 1993	4. Contributions
N K Ceilings Industrial Agreement	No. AG 181 of 1994	17. Superannuation Scheme Contributions
N K Ceilings 1992 Industrial Agreement	No. AG 189 of 1995	11. Industry Standards
Norbertine CaNons Incorporated Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 305 of 1997	25. Superannuation

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Norcon Industrial Agreement	No. AG 143 of 1994	12. Industry Standards
Norcon Industrial Agreement	No. AG 151 of 1995	11. Industry Standards
Northcoast Concrete Industrial Agreement	No. AG 231 of 1997	13. Industry Standards Subclause 2
North Coast Concrete Pty Ltd Industrial Agreement	No. AG 15 of 1996	11. Industry Standards
North Dandalup Dam Project Order No. C183 of 1993	No. C 183 of 1993	14. Superannuation
Nuform Constructions Pty Ltd Industrial Agreement	No. AG 205 of 1996	11. Industry Standards
Nurses' (ANF – RFDS Western Operations) Award	No. 913 of 1997	12. Superannuation
Omega Constructions Industrial Agreement	No. AG 142 of 1995	11. Industry Standards
On-Site Engineering Industrial Agreement	No. AG 132 of 1994	12. Industry Standards
On-Site Engineering Industrial Agreement	No. AG 195 of 1995	11. Industry Standards
Optical Mechanics Award, 1971	No. 9 of 1970	33. Superannuation
Orvad WA Scaffolding Industrial Agreement	No. AG 138 of 1994	14. Industry Standards
Orvad (WA) Scaffolding Industrial Agreement	No. AG 164 of 1996	13. Industry Standards
Orville Holdings Pty Ltd Industrial Agreement	No. AG 70 of 1995	11. Industry Standards
Orville Holdings Pty Ltd Bricklaying Industrial Agreement	No. AG 124 of 1995	11. Industry Standards
Osborne Ceramic Centre Industrial Agreement	No. AG 226 of 1996	11. Industry Standards
Osborne Scaffolders Industrial Agreement	No. AG 190 of 1995	11. Industry Standards
Osborne Glass and Hardware Superannuation Order	No. C 783 of 1988	4. Contributions
Otraco Earthmover Tyre Fitter Enterprise Agreement 1996	No. AG 171 of 1996	13. Occupational Superannuation
Otracco Earthmoving/Tyre Serviceman's Enterprise Agreement	No. C 592 of 1992	13. Occupational Superannuation
P & O Towage Services Small Craft Crews Agreement 1987	No. AG 2 of 1989	18. Superannuation
P & O Cold Storage Ltd Enterprise Agreement 1997	No. AG 61 of 1997	39. Superannuation
Pacific Dunlop Superannuation Order	No. C 782 of 1987	5. Contributions
Paint Solutions Industrial Agreement	No. AG 187 of 1995	11. Industry Standards
Paint Solutions Domestic and MiNor Industrial Agreement	No. AG 55 of 1996	11. Industry Standards
Pancontinental Goldmining Areas Pty Ltd Superannuation Order	No. C 439 of 1988	4. Contributions
Paraplegic-Quadriplegic Superannuation Order	No. C 436 of 1988	4. Contributions
Particle Board Employees' Award, 1964	No. 22 of 1964	30. Superannuation
Pastrycooks' Award	No. 24 of 1981	28. Superannuation
P.C.H. Commercial Scaffolding Industrial Agreement	No. AG 246 of 1997	13.2. Industry Standards
Paul Finn Industries Industrial Agreement	No. AG 146 of 1994	12. Industry Standards
Paul Finn Industries Domestic and MiNor Industrial Agreement	No. AG 17 of 1996	11. Industry Standards
Paul Finn Industries Pty Ltd Industrial Agreement	No. AG 18 of 1996	11. Industry Standards
Paul Finn Industries Flooring and Concrete Industrial Agreement	No. AG 19 of 1996	11. Industry Standards
Peel Health Campus (HSOA) Enterprise Agreement 1997	No. AG 227 of 1997	16. Superannuation
Performers Live Award (WA) 1993	No. 18 of 1989	34. Superannuation
Permanent Building Societies (Administrative and Clerical Officers) Award, 1975	No. 26 of 1975	32. Superannuation
Perth Rigging Co Industrial Agreement	No. AG 178 of 1995	11. Industry Standards
Perth Rigging Co Pty Ltd Industrial Agreement	No. AG 157 of 1997	12. Industry Standards Subclause 2
Pest Control Industry Award 1982	No. A 9 of 1982	21. Superannuation
Peters (WA) Limited Balcatta Operations Enterprise Agreement 1993	No. AG 30 of 1994	34. Superannuation
Pharmacy Guild/SDA Australian Vocational Certificate Training System Project Agreement 1993	No. AG 57 of 1993	36. Superannuation
Photographic Industry Award, 1980	No. A9 of 1980	31. Superannuation
Piancentini and Sons Pty Ltd Occupational Superannuation Order	No. C 1082 of 1987	4. Fund
Pictoria Nominees Industrial Agreement	No. AG 97 of 1996	11. Industry Standards
Pilbara Energy Project Construction Agreement	No. AG 31 of 1995	19. Superannuation
Pilbara Energy Project (Newman Power Station) Agreement	No. AG 13. of 1996	17. Superannuation
Pilkington (Australia) Operations Limited, Western Australian Retailing Enterprise Agreement Stage 1	No. AG 325 of 1995	14. No Further Claims
Pilkington (Australia) Operations Limited, Myaree Wholesale (Stage II 1995) Enterprise Agreement	No. AG 326 of 1995	25. No Further Claims
Pilkington (Australia) Operations Limited, Western Australian Glazing Enterprise Agreement Stage 1	No. AG 283 of 1996	13. No Further Claims
Plaster, Plasterglass and Cement Workers' Award	No. A 29 of 1989	28. Superannuation

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Plasterwise Industrial Agreement	No. AG 289 of 1997	12. Industry Standards Subclause 2
Plasterwise Plastering Contractors Industrial Agreement	No. AG 244 of 1995	11. Industry Standards
Plastic Manufacturing Award 1977	No. 5 of 1977	35. Superannuation
Plywood and Veneer Workers' Award, 1952	No. 24 of 1952	33. Superannuation
PNM Painting Contractors Industrial Agreement	No. AG 237 of 1995	11. Industry Standards
PNM Painting Contractors Domestic and MiNor Industrial Agreement	No. AG 43 of 1996	11. Industry Standards
Porcelain Workers Award, 1970	No. 1 of 1970	34. Redundancy
Poultry Breeding Farm and Hatchery Workers' Award	No. R 20 of 1976	33. Superannuation
Printing Industry Superannuation Award 1991	No. A 6 of 1991	5. Contributions
Poniris Painting Industrial Agreement	No. AG 159 of 1995	11. Industry Standards
Porcelain Workers Award, 1970	No. 1 of 1970	11. Industry Standards
Portvilla Pty Ltd Industrial Agreement	No. AG 151 of 1996	11. Industry Standards
Poultry Breeding Farm and Hatchery Workers' Award	No. R 20 of 1976	33. Superannuation
Precision Decor Superannuation Order	No. C 352 of 1998	4. Contributions
Preston River Abattoirs Occupational Superannuation Order	No. 1604 of 1990	4. Employer Contributions
Presto Construction Industrial Agreement	No. AG 333 of 1995	11. Redundancy Pay & Superannuation
Presto Scaffolding Industrial Agreement	No. AG 149 of 1994	14. Industry Standards
Printing Industry Superannuation Award 1991	No. A 6 of 1991	5. Contributions
Professional Ceiling Services Wall and Ceiling Industrial Agreement	No. AG 73 of 1996	13. Industry Standards
Projek Demolition Industrial Agreement	No. AG. 103 of 1995	25. Industry Standards
Project Tile Fixing Industrial Agreement	No. AG 194 of 1995	11. Industry Standards
PWD Construction Pty Ltd Industrial Agreement	No. AG 77 of 1995	11. Industry Standards
PWD Construction Pty Ltd Bricklaying Industrial Agreement	No. AG 126 of 1995	11. Industry Standards
Quadriplegic Centre Award	No. A 1 of 1993	26. Payment of Wages
Quality Assured Projects Industrial Agreement	No. AG 92 of 1996	11. Industry Standards
Quality Assured Projects Industrial Agreement	No. AG 264 of 1997	12. Industry Standards Subclause 2
Quality Furniture Superannuation Order	No. C 822 of 1988	4. Contributions
Quality Waterproofing services (WA) Industrial Agreement	No. AG 231 of 1995	11. Industry Standards
Quake Holdings Industrial Agreement	No. AG 183 of 1994	12. Industry Standards
Quake Holdings Industrial Agreement	No. AG 152 of 1995	11. Industry Standards
Quickfix Reinforcing Industrial Agreement	No. AG 39 of 1996	11. Industry Standards
R & C Rossi Industrial Agreement	No. AG 186 of 1995	11. Industry Standards
Ram Demolition Industrial Agreement	No. AG 99 of 1995	25. Industry Standards
Ramsar Industrial Agreement	No. AG 147 of 1994	12. Industry Standards
Regal Cement Manufacturers Pty Ltd Occupational Superannuation Order	No. 2072 of 1989	4. Fund
Regent Masonry Industrial Agreement	No. AG 284 of 96	11. Industry Standards
Reo Craft Industrial Agreement	No. AG 218 of 1995	11. Industry Standards
Restaurant, Tearoom and Catering Workers' Award	No. R 48 of 1978	32. Superannuation
Retail Catering Superannuation Order 1990	No. 1240 of 1990	8. Elegibility
Retail Pharmacists' Award, 1966	No. 23 of 1965	25. Superannuation
RCR Engineering Enterprise Agreement	No. AG 74 of 1994	22. Superannuation
Righton Roofing & Water Management Industrial Agreement	No. AG 221 of 1995	11. Industry Standards
The Retail Food Services Employees' Agreement 1991	No. AG 10 of 1991	43. Superannuation
R & L Merlino Superannuation Order	No. C 1028 of 1988	4. Contributions
R.M. Harman Industrial Agreement	No. AG 94 of 1996	11. Industry Standards
Roche Bros—Codelfa Joint Venture Occupational Superannuation Order	No. C 654 of 1988	6. Contribution
Roediger Brothers Pty Ltd Occupational Superannuation Fund Order	No. 1605 of 1990	5. Fund
Roe Highway Extension Project H18 Site Order	No. C 91 of 1993	6. Superannuation
Rokla Pty Ltd Industrial Agreement	No. AG 323 of 1995	11. Industry Standards
The Roman Catholic Bishop of Geraldton Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 306 of 1997	25. Superannuation
The Roman Catholic Archbishop of Perth Inc. Non-Teaching Staff Enterprise Bargaining Agreement, 1997	No. AG 287 of 1997	25. Superannuation
The Roman Catholic Bishop of Bunbury Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 310 of 1997	25. Superannuation
The Roman Catholic Bishop of Broome Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 315 of 1997	25. Superannuation

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
Roof Safe Industrial Agreement	No. AG 232 of 1995	11. Industry Standards
Rope and Twine Workers' Award	No. 11 of 1963	31. Superannuation
RPS Bricklaying Industrial Agreement	No. AG 197 of 1997	12. Industry Standards Subclause 2
S & L Demolition Industrial Agreement	No. AG 84 of 1995	25. Industry Standards
Saddlers and Leatherworkers' Award	No. 7 of 1962	35. Superannuation
Safe Scaffolding Industrial Agreement	No. AG 129 of 1994	14. Industry Standards
Safe Scaffold Industrial Agreement 1996	No. AG 181 of 1996	13. Industry Standards
Salaried Officers (Paraplegic-Quadriplegic Association) Award	No. A 17 of 1986	24. Superannuation
Samcon WA Industrial Agreement	No. AG 296 of 1995	11. Redundancy Pay and Superannuation
Sanwell Industrial Agreement	No. AG 218 of 1996	11. Industry Standards
Saw Servicing Establishments Award	No. 17 of 1977	32. Superannuation
Scarboro Painting Services Industrial Agreement	No. AG 179 of 1995	11. Industry Standards
Scarboro Painting Service Domestic and MiNor Industrial Agreement	No. AG 63 of 1996	11. Industry Standards
Scanwood Industries Industrial Agreement	No. AG 240 of 1996	11. Industry Standards
Scotch College Administrative and Technical Officers (Enterprise Bargaining) Agreement 1996	No. AG 335 of 1996	10. Conditions of Employment
School Employees (Independent Day & Boarding Schools) Award, 1980	No. 7 of 1979	34. Superannuation
Security Officers' Award	No. A 25 of 1981	33. Superannuation Record
'Security Officers' and Cleaners (West Australian Newspapers) Order, 1991	No. 1535 of 1991	27. Superannuation
"Security Officers and Cleaners (West Australian Newspapers Limited) Award, 1992"	No. A 11 of 1991	28. Superannuation
Servite College Council Inc. Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 314 of 1997	25. Superannuation
Shamrock Enterprises Industrial Agreement	No. AG 148 of 1995	11. Industry Standards
Sheet Metal Workers' Award	No. 10 of 1973	36. Superannuation
Shire of Collie Enterprise Bargaining Agreement 1997 (Metal Trades General Employees)	No. AG 248 of 1997	19.0. Salary Sacrifice–Superannuation
The Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977	No. R 32 of 1976	45. Superannuation
Shop, Distributive and Allied Employees' Association of Western Australia Sigma Drug Warehouse Superannuation Order	No. C 1082 of 1987	4. Fund
The Sisters of Mercy Perth (Amalgamated) Inc Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 308 of 1997	25. Superannuation
Simpson Projects Industrial Agreement	No. AG 153 of 1994	12. Industry Standards
The Sisters of Mercy West Perth Congregation Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 304 of 1997	25. Superannuation
Sisters of the Good Shepherd Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 311. of 1997	25. Superannuation
The Sisters of the Holy Family of Nazareth Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 319 of 1997	25. Superannuation
Skilled Engineering Industrial Agreement	No. AG 329 of 1995	11. Industry Standards
Smith Copeland Superannuation Order	C 892 of 1988	4. Contributions
The Smith's Snackfood Company Limited (Western Australia) Enterprise Agreement 1992	No. AG 5 of 1992	18. Superannuation
The Smith's Snackfood Company Limited (Western Australia) Enterprise Agreement 1996	No. AG 341 of 1996	17. Superannuation
Snappy Clean Industrial Agreement	No. AG 162 of 1997	12. Industry Standards Subcluase 2
Snappy Clean Industrial Agreement	No. AG 160 of 1995	11. Industry Standards
Soap and Allied Products Manufacturing Award	No. 25 of 1960	32. Superannuation
Soft Furnishings Award	No. A23 of 1982	43. Superannuation
SR2 Construction Project Agreement 1996	No. AG 207 of 1996	19. Superannuation
Stammers Supermarkets,—AMIEU Superannuation Order	No. 1136 of 1990	6. Contributions
Standre Industrial Agreement	No. AG 168 of 1995	11. Industry Standards
Statewide Demolition Industrial Agreement	No. AG 105 of 1995	25. Industry Standards
Stewart Butchering Co Pty Ltd Order	No. C359 of 1992	17. Superannuation
Stitfall Shopfitters Industrial Agreement	No. AG 167 of 1996	11. Industry Standards
ST John of God Hospital Subiaco (Maintenance) Agreement 1995	No. AG 34 of 1995	28. Superannuation

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
ST John of God Hospital Subiaco (Maintenance) Agreement 1996	No. AG 97 of 1997	27. Superannuation
ST John of God Hospital Murdoch Medical Practitioners Industrial Agreement 1996	No. AG 329 of 1996	14. Superannuation
Storemen's Rapid Metal Developments (Aust.) Pty Ltd Award 1982	No. A 44 of 1982	30. Superannuation
Stream Tiling Industrial Agreement	No. AG 193 of 1995	11. Industry Standards
Structural Systems Industrial Agreement	No. AG 210 of 1995	11. Industry Standards
Straight Edge Formwork and Concrete Industrial Agreement	No. AG 174 of 1996	11. Industry Standards
Structural Systems Ltd Industrial Agreement	No. AG 293 of 1997	12. Industry Standards Subclause 2
Stylefurn International Pty Limited Superannuation Order	No. C 426 of 1988	4. Contributions
Subiaco Grandstand Construction Project Agreement 1994	No. AG 184 of 1994	13. Industry Standards
Subiaco Grandstand Construction Project Agreement 1994	No. AG 51 of 1995	13. Industry Standards
Subiaco Grandstand Construction Project (Allcon Steel Construction) Agreement 1994	No. AG 39 of 1995	13. Industry Standards
Subiaco Grandstand Construction Project (Bobrik Constructions) Agreement 1994	No. AG 40 of 1995	13. Industry Standards
Subiaco Grandstand Construction Project (CASC Formwork Pty Ltd) Agreement 1994	No. AG 41 of 1995	13. Industry Standards
Subiaco Grandstand Construction Project (C&O Constructions) Agreement 1994	No. AG 42 of 1995	13. Industry Standards
Subiaco Grandstand Construction Project (Vandertang Concrete) Agreement 1994	No. AG 44 of 1995	13. Industry Standards
Subiaco Grandstand Construction Project (Quick Fix) Agreement 1994	No. AG 43 of 1995	13. Industry Standards
Summit Ceiling Industries Industrial Agreement	No. AG 154 of 1995	11. Industry Standards
Superannuation (Goldsworthy Mining Limited) Order	No. C 484 of 1987	5. Contributions
Superannuation (Mt Newman Mining Co Pty Limited) Order	No. C 494 of 1987	4. Contributions
Supported Employees Industry Award	No. A 1 of 1988	24. Superannuation
Supreme Furniture Superannuation Order	No. C 673 of 1988	4. Contributions
Swan Portland Cement Ltd Redundancy Agreement 1995	No. AG 33 of 1995	7. Superannuation
Swan Portland Cement Ltd, Burswood Site, Enterprise Bargaining Agreement 1995	No. AG 284 of 1995	2. Superannuation
Swan Brewery Enterprise Agreement 1996	No. AG 80 of 1996	Schedule B – Superannuation
Swan Portland Cement Ltd Clinker Grinding Plant – Kwinana Project Agreement 1996	No. AG 208 of 1996	12. Superannuation
Swift Plan Industrial Agreement	No. AG 175 of 1994	12. Industry Standards
Swiftplan Industrial Agreement	No. AG 155 of 1995	11. Industry Standards
Tampico Pty Limited Superannuation Order	No. 1449 of 1988	4. Contributions and Date of Operations
Teachers' Aides (Independent Schools) Award 1988	No. A 27 of 1987	21. Superannuation
Tech Fab Industrial Agreement	No. AG 28 of 1996	11. Industry Standards
Telfer Goldmine Occupational Superannuation Order	No. C 335 of 1987	5. Contributions
Terrazzo & Cement Industrial Agreement	No. AG 291 of 1997	12. Industry Standards Subclause 2
Timber Yard Workers Award	No. 11 of 1951	35. Superannuation
Tip Top Abattoirs Occupational Superannuation Fund Order	No. 6 of 1989	5. Fund
Transfield Maintenance HBI Agreement	No. AG 136 of 1997	16. Superannuation
Transport Workers' (Buttercup Bakeries) WA Superannuation Order	No. C 446 of 1987	4. Employee Contributions
Trendwest Painting Industrial Agreement	No. AG 149 of 1995	11. Industry Standards
Trinity Demolition Industrial Agreement	No. AG 313. of 1995	11. Industry Standards
Trustees of the Christian Brothers in WA Inc Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 313. of 1997	25. Superannuation
The Trustees of the Marist Brothers Southern Province Non-Teaching Staff Enterprise Bargaining Agreement 1997	No. AG 312. of 1997	25. Superannuation
Turbine Components Australia Ltd (Precision Components Foundry) Order No. 1610 of 1991	No. 1610 of 1991	13. Superannuation
TWU Superannuation (Bakewell Foods Pty Ltd) Order	No. C 29 of 1988	5. Contributions
Ultra Speed Rigging & Construction Industrial Agreement	No. AG 292 of 1997	12. Industry Standards Subclause 2
Ultra Speed Rigging & Construction Industrial Agreement	No. AG 213. of 1995	11. Industry Standards
Unica Industrial Agreement	No. AG 308 of 1995	11. Industry Standards
Unique Furniture Manufacturers Superannuation Order	No. C 166 of 1988	4. Contributions

SCHEDULE A—*continued*

COLUMN 1		COLUMN 2
Title of Award, Order, or Industrial Agreement	Award/Agreement/ Order Number	Schedule/Order/Clause/ Subclause Number
United Construction Argyle Area Maintenance Agreement 1995	No. AG 320 of 1995	4.0. Wages Subclause 4.4
United Construction BHP Petroleum "Griffin Venture" Remediation Project Agreement 1997	No. AG 106 of 1997	9. Superannuation
United Construction Kwinana Nickel Refinery Maintenance Enterprise Based Agreement 1996	No. AG 44 of 1996	18. Superannuation
United Insulation Co. Industrial Agreement	No. AG 112. of 1996	11. Industry Standards
Unitex Textured Coating Industrial Agreement	No. AG 120 of 1996	11. Industry Standards
Unitex Textured Coating Industrial Agreement	No. AG 233 of 1995	11. Industry Standards
United Construction Pty Ltd Enterprise Agreement for Hismelt Services	No. AG 334 of 1996	12. Superannuation
Universal Commercial Cleaners Industrial Agreement	No. AG 71 of 1996	11. Industry Standards
University, Colleges and Swanleigh Award, 1980	No. 7B of 1979	33. Superannuation
Valley Bricklaying Industrial Agreement	No. AG 51 of 1997	11. Industry Standards
Vandertang Concrete Industrial Agreement	No. AG 144 of 1994	12. Industry Standards
Vandertang Concrete Industrial Agreement	No. AG 140 of 1995	11. Industry Standards
Van Diddens Painting Service Domestic and MiNor Industrial Agreement	No. AG 56 of 1996	11. Industry Standards
Vehicle Builders' Award 1971	No. 9 of 1971	35. Superannuation
Ventara Holdings Industrial Agreement	No. AG 214 of 1997	11. Industry Standards
Ventara Holdings Industrial Agreement	No. AG 6 of 1995	12. Industry Standards
V & L CarliNo Industrial Agreement	No. AG 222 of 1995	11. Industry Standards
Vortech Installations Pty Ltd Industrial Agreement	No. AG 288 of 1995	11. Industry Standards
W.A. Bacon and Sausage Co Occupational Superannuation Fund Order	C 1162 of 1988	5. Fund
W.A.Ceiling Industries Industrial Agreement Scheme Contributions	No. AG 10 of 1994	17. Superannuation
WA Ceiling Industries Subiaco Grandstand Construction Project Agreement 1994	No. AG 72 of 1995	13. Industry Standards
WA Ceiling Industries Wall and Ceiling Industrial Agreement	No. AG 121 of 1996	13. Industry Standards
WACO Kwikform Limited Industrial Agreement	No. AG 254 of 1997	12. Industry Standards Subclause 2
WACO Kwikform Ltd Industrial Agreement	No. AG 243 of 1996	12. Industry Standards
Watchmaker's and Jewellers' Award 1970	No. 10 of 1970	30. Superannuation
WA Project Carpentry Industrial Agreement	No. 198 of 1997	12. Industry Standards Subclause 2
WA Universal Rigging Co Industrial Agreement	No. AG 321 of 1995	11. Industry Standards
Waterproofing Products WA Industrial Agreement	No. AG 189 of 1997	12. Industry Standards Subclause 2
Weaver and Lock Pty Ltd Superannuation Order	No. C 477 of 1987	2. Scheme
The Westfi Manufacturing Pty Ltd, Dardanup, (Wesboard ParticleBoard and LPM Division – Enterprise Bargaining) Agreement 1996	No. AG 20 of 1997	15.0. Superannuation
The Western Australia Surveying (Private Practice) Industry Award, 1989	No. A 2 of 1988	11. Superannuation
Western Australian Meat Marketing Corporation and the Australasian Meat Industry Employees' Union Western Australian Meat Processing Spearwood Employees Agreement 1996	No. AG 310 of 1996	6.4. Superannuation
Western Australian Meat Marketing Corporation Occupational Superannuation Fund Order	No. 1758 of 1990	5. Fund
West Coast Coreing and Sawing Industrial Agreement	No. AG 19 of 1997	11. Industry Standards
Westralian Sands Occupational Superannuation Order	No. 902 of 1991	4. Contributions
Westralian Tiling Contractors Industrial Agreement	No. AG 236 of 1997	12. Industry Standards Subclause 2
Westswan Formwork Contractors Industrial Agreement	No. AG 241 of 1996	11. Industry Standards
Whittakers Occupational Superannuation Order (made 26 October 1987)	No. C 534 of 1987	5. Contributions
Windsor Foods Occupational Supernanuation Fund Order	No. C 1435 of 1988	5. Fund
Wineries Award 1969	No. 31 of 1969	27. Superannuation
Wool, Hide and Skin Store Employees' Award	No. 8 of 1966	33. Superannuation
Wool Scouring and Fellmongery Industry Award	No. 32 of 1959	33. Superannuation
Wooldumpers Australia (Fremantle) Pty Ltd Enterprise Agreement 1997	No. AG 57 of 1997	17. Termination, Change & Redundancy
Woolworths Distribution Centre Agreement 1993	No. AG 39 of 1994	25. Superannuation
Woolworths (WA) Pty Ltd Clerical Enterprise Agreement 1996	No. AG 155 of 1996	31. Superannuation
Workplus, Career Plan, Direction Industrial Agreement No. AG 1 of 1996	No. AG 185 of 1996	17. Superannuation
Wroxton Industrial Agreement	No. AG 332 of 1995	11. Redundancy Pay & Superannuation

THAT each award described in column 1 of Schedule B to this order be varied by—

(1) Deleting from each such award the provisions contained in each clause bearing the number and title within each award as is identified in Column 2 of Schedule B; and

(2) Inserting in each such award immediately following the identified clause number and title which remains, the following—

(1) **Definitions**

(a) "Complying Superannuation Fund" means

(i) the fund or scheme is a complying fund or scheme within the meaning of the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth; and

(ii) under the governing rules of the fund or scheme, contributions may be made by or in respect of the employee permitted to nominate a fund or scheme.

(b) "Eligible Employee" means an employee who is entitled to receive an employer superannuation contribution pursuant to the Superannuation Guarantee (Administration) Act 1992.

(c) "Ordinary Time Earnings" means the base classification rate, including supplementary payments where appropriate, leading hand rates, shift penalties together with any other all purpose allowance or penalty payment for work in ordinary time and shall include in respect to casual employees the appropriate casual loadings prescribed by this award, but shall exclude any payment for overtime worked, vehicle allowances, fares or travelling time allowances (including payments made for travelling relating to distant work), commission or bonus as well as—

(i) periods of unpaid leave or unauthorised absences; or

(ii) annual leave or any other payments paid out on termination.

(2) **Contributions**

(a) The employer shall pay contributions to the complying superannuation fund determined under subclause (3) Fund, on behalf of each eligible employee, as follows—

Financial Year	Employer Superannuation Contribution (% of Ordinary Time Earnings)
1997/1998	6
1998/1999	7
1999/2000	7
2000/2001	8
2001/2002	8
2002/2003	9

(b) employer contributions shall be paid on a monthly basis.

(3) **Fund**

(a) The employee shall be entitled to nominate the complying superannuation fund or scheme to which contributions are to be made by or in respect of the employee.

(b) The employer shall notify the employee of the entitlement to nominate a complying superannuation fund or scheme as soon as practicable.

(c) A nomination or notification of the type referred to in paragraphs (a) and (b) of this subclause shall, subject to the requirements of regulations made pursuant to the Industrial Relations Legislation Amendment and Repeal Act 1995, be given in writing to the employer or the employee to whom such is directed;

(d) The employee and employer shall be bound by the nomination of the employee unless the employee and employer agree to change the complying superannuation fund or scheme to which contributions are to be made.

(e) The employer shall not unreasonably refuse to agree to a change of complying superannuation fund or scheme requested by a employee.

(f) Provided that until an employee nominates a complying superannuation fund or scheme, the employer shall make any required employee contributions to a complying superannuation fund or scheme nominated by the employer.

SCHEDULE B

COLUMN 1		COLUMN 2
Title of Award	Award Number	Clause Number
Particle Board Industry Award	No. R10 of 1978	32. Superannuation
Timber Workers' Award	No. 36 of 1950	45. Superannuation

THAT the industrial agreement titled the Activ Foundation Inc Enterprise Agreement 1995 be varied by deleting Clause 34.—Superannuation and inserting in lieu thereof—

34.—SUPERANNUATION

(1) Activ will make the superannuation contributions it is required to make by virtue of the Superannuation Guarantee Charge Act and the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth ("the SGA Act").

(2) Until (and including) 29 June 1998, the Superannuation contributions referred to in subclause (1) shall be made to the Activ Foundation Staff Superannuation Fund.

(3) For the purposes of this clause "complying fund or scheme" means—

(a) a fund or scheme that is a complying fund or scheme within the meaning of the SGC Act; and

(b) under the governing rules of which, contributions may be made by or in respect of the employee.

(4) On and from 30 June 1998—

(a) Activ shall make the superannuation contributions referred to in sub-clause (1) to a complying superannuation fund or scheme;

(b) An employee shall be entitled to nominate the complying superannuation fund or scheme to which contributions may be made by or in respect of the employee;

(c) Activ shall notify employees of their entitlement to nominate a complying superannuation fund or scheme as soon as practicable;

(b) A nomination or notification of the type referred to in paragraphs (b) and (c) of this subclause shall, subject to the requirements of regulations made pursuant to the Industrial Relations Legislation Amendment and Repeal Act 1995, be given in writing to the employer or the employee to whom such is directed;

(e) Activ and the employee shall be bound by the nomination of the employee unless the employee and Activ agree to change the complying superannuation fund or scheme to which contributions are to be made;

(f) Activ shall not unreasonably refuse to agree to a change of complying superannuation fund or scheme requested by an employee;

provided that on and from 30 June 1998, and until an employee thereafter nominates a complying superannuation fund or scheme, Activ shall make the required contributions to the Activ Foundation Staff Superannuation Fund, being a complying fund.

THAT the award titled the "Ngala Superannuation" Award, 1989, No. 17 of 1989, varied by—

(1) Inserting in Clause 2.—Arrangement, after the number and title 4. Term, the number and title, 4A. Superannuation Compliance, Nomination and Transition**;**

(2) Inserting after Clause 4.—Term, the following new clause—

4A.—SUPERANNUATION COMPLIANCE, NOMINATION AND TRANSITION

Notwithstanding clauses 5—Superannuation Fund, 6—Employer Contributions, 7—Employee Contributions, 9—Qualifying Period, and 10—Employee Entry into Fund, of this award which require that contribution be made to a superannuation fund or scheme in respect of an employee, on and from 30 June 1998—

(a) Any such fund or scheme shall no longer be a complying superannuation fund or scheme for the purposes of this award unless—

(i) the fund or scheme is a complying fund or scheme within the meaning of the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth; and

(ii) under the governing rules of the fund or scheme, contributions may be made by or in respect of the employee permitted to nominate a fund or scheme;

(b) The employee shall be entitled to nominate the complying superannuation fund or scheme to which contributions are to be made by or in respect of the employee;

(c) The employer shall notify the employee of the entitlement to nominate a complying superannuation fund or scheme as soon as practicable;

(d) A nomination or notification of the type referred to in paragraphs (b) and (c) of this subclause shall, subject to the requirements of regulations made pursuant to the Industrial Relations Legislation Amendment and Repeal Act 1995, be given in writing to the employer or the employee to whom such is directed;

(e) The employee and employer shall be bound by the nomination of the employee unless the employee and employer agree to change the complying superannuation fund or scheme to which contributions are to be made;

(f) The employer shall not unreasonably refuse to agree to a change of complying superannuation fund or scheme requested by a employee;

Provided that on and from 30 June 1998, and until an employee thereafter nominates a complying superannuation fund or scheme—

(g) if this award specifies one or more complying superannuation funds or schemes to which contributions may be made, the employer is required to make contributions to that fund or scheme, or one of those funds or schemes nominated by the employer;

or

(h) if this award does not specify a complying superannuation fund or scheme to which contributions may be made, the employer is required to make contributions to a complying fund or scheme nominated by the employer.

[L.S.]

(Sgd.) C.B. PARKS,
Commissioner.

By Authority: JOHN A. STRIJK, Government Printer.

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