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"Clauses of Awards as varied by the General Order of the Commission in Court Session in Application 1 of 2009 dated 23rd June 2009. Reasons for Decision and General Order was published in the July WAIG, Vol. 89—Part 2, Subpart 1 at pages 735 – 763."

VARIATION SCHEDULES—

2009 WAIRC 00722

Aboriginal Medical Service Employees' Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

26. – WAGES

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

			Base Rate Per Week $	Arbitrated Safety Net Adjustments Per Week $	Total Per Week $
(1)	(a)	Aboriginal Community Care Worker			
		1st six months of employment	383.70	244.30	628.00
		2nd six months of employment	388.20	244.30	632.50
		2nd year of employment	397.00	244.30	641.30
		3rd year of employment	405.50	244.30	649.80
	(b)	Aboriginal Health Worker Grade 1			
		1st year of employment	409.80	244.30	654.10
		2nd year of employment	414.20	244.30	658.50
		3rd year of employment	423.40	246.30	669.70
		5th year of employment	437.06	246.30	683.36
(2)		Aboriginal Health Worker Grade 2			
		1st year of employment	437.06	246.30	683.36
		2nd year of employment	457.77	246.30	704.07
		3rd year of employment	477.90	244.30	722.20
		4th year of employment	512.90	244.30	757.20
		6th year of employment	537.40	244.30	781.70
		8th year of employment	561.40	244.30	805.70
(3)		Aboriginal Health Worker Grade 3			
		1st year of employment	512.90	244.30	757.20
		2nd year of employment	537.40	244.30	781.70
		3rd year of employment	561.40	244.30	805.70
		5th year of employment	570.40	244.30	814.70
		6th year of employment	603.84	244.30	848.14
		8th year of employment	650.40	242.30	892.70
(4)	(a)	Aboriginal Health Workers Grade 4 Level 1			
		1st year of employment	650.40	242.30	892.70
		2nd year of employment	675.40	240.30	915.70
		3rd year of employment	706.90	240.30	947.20
		4th year of employment	766.78	240.30	1007.08
		6th year of employment	805.12	240.30	1045.42
	(b)	Aboriginal Health Worker Grade 4 Level 2			
		1st year of employment	706.90	240.30	947.20
		2nd year of employment	766.78	240.30	1007.08
		3rd year of employment	805.12	240.30	1045.42
		5th year of employment	865.38	240.30	1105.68

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

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

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

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

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

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

(8) Supervisory Allowance

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

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

(10) Specialist Allowance

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

		Base Rate Per Week $	Arbitrated Safety Net Adjustments Per Week $	Total Per Week $
(11)	Gardener			
	1st year of employment	374.60	244.30	618.90
	2nd year of employment	379.60	244.30	623.90
	3rd year of employment and thereafter	383.80	244.30	628.10
(12)	Domestic			
	1st year of employment	374.60	244.30	618.90
	2nd year of employment	379.60	244.30	623.90
	3rd year of employment and thereafter	383.80	244.30	628.10
(13)	Cook			
	1st year of employment	394.90	244.30	639.20
	2nd year of employment	399.20	244.30	643.50
	3rd year of employment and thereafter	403.30	244.30	647.60
(14)	Driver of Motor Vehicle (under 1.2 tonnes)			
	1st year of employment	394.80	244.30	639.10
	2nd year of employment	398.60	244.30	642.90
	3rd year of employment and thereafter	401.70	244.30	646.00
(15)	Driver of Motor Vehicle (exceeding 1.2 tonnes capacity but not exceeding 3 tonnes capacity)			
	1st year of employment	399.10	244.30	643.40
	2nd year of employment	402.80	244.30	647.10
	3rd year of employment and thereafter	406.00	244.30	650.30
(16)	Bus Driver (under 25 passengers)			
	1st year of employment	401.20	244.30	645.50
	2nd year of employment	404.90	244.30	649.20
	3rd year of employment and thereafter	408.10	244.30	652.40
(17)	Storeperson (Grade 1)			
	1st year of employment	388.90	244.30	633.20
	2nd year of employment	392.80	244.30	637.10
	3rd year of employment and thereafter	396.20	244.30	640.50

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

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

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

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

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

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

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

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

2009 WAIRC 00723

The Aboriginal Police Aides 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

6. – SALARIES

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 rates payable in respect of the ordinary hours of duty shall be as prescribed hereunder:

	Existing Salary $	Arbitrated Safety Net Adjustment $	Total Salary P/A $
Police Aide	26884	12119	39003
First Class Aide	27946	12119	40065
Senior Aide	30487	12119	42606

Hours worked in excess of forty (40) in a week on a voluntary basis at sporting or other public events shall be considered ordinary hours of duty and paid in accordance with the hourly rate prescribed in subclause (3) of this clause.

(2) Salaries shall be paid by direct funds transfer to the credit of an account nominated by the employee at a bank, building society or credit union approved by the Under Treasurer or an Accountable Officer.

Provided that where such form of payment is impracticable or where some exceptional circumstances exist, and by agreement between the Minister and the Union, payment by cheque may be made.

(3) (a) For the purpose of ascertaining the rate per fortnight the total annual salary shall be multiplied by 12 and divided by 313.

(b) For the purpose of ascertaining the rate per day the rate per fortnight shall be divided by 10.

(c) For the purpose of ascertaining the rate per hour the annual salary prescribed in subclause (1) of this clause shall be divided by three hundred and thirteen (313), multiplied by twelve (12) and divided by eighty (80).

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

$$\frac{\text{Hours worked per fortnight}}{80} \times \frac{\text{Full-time fortnightly salary}}{1}$$

2009 WAIRC 00724

ACTIV Foundation (Salaried Officers) Award, No. 13 of 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE B - MINIMUM SALARIES

(1) Subject to the provision of Clause 10. Salaries and to the provisions of this schedule the minimum annual salaries for employees bound by the award are set out hereinafter.

(2) Minimum Salaries

LEVELS	CURRENT	ASNA	NEW
Level 1 Under 17 Years Of Age	11363	5636	16999
17 Years Of Age	13270	6582	19852
18 Years Of Age	15490	7683	23173
19 Years Of Age	17929	8893	26822
20 Years Of Age	20135	9987	30122
21 Years Of Age 1st Year Of Service	22117	10970	33087
22 Years Of Age 2nd Year Of Service	22771	10970	33741
23 Years Of Age 3rd Year Of Service	23421	10970	34391
24 Years Of Age 4th Year Of Service	24069	11075	35144
Level 2	24720	11075	35795
	25371	11075	36446
	26120	10971	37091
	26638	10971	37609
	27403	10971	38374
Level 3	28307	10971	39278
	29010	10971	39981
	29749	10971	40720
	30928	10971	41899
Level 4	31545	10971	42516
	32470	10971	43441
	33421	10971	44392
	34772	10866	45638
Level 5	35476	10866	46342
	36443	10866	47309
	37438	10762	48200
	38462	10762	49224
Level 6	40434	10762	51196
	41898	10762	52660
	43978	10762	54740
Level 7	45091	10762	55853
	46501	10762	57263
	47962	10762	58724
Level 8	50097	10762	60859
	51847	10762	62609
Level 9	54495	10762	65257
	56337	10762	67099
Level 10	58354	10762	69116
	61598	10762	72360

LEVELS—*continued*	CURRENT	ASNA	NEW
Level 11	64189	10762	74951
	66824	10762	77586
Level 12	70437	10762	81199
	72878	10762	83640
	75662	10762	86424

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.

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

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

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

(3) Salaries Specified Callings and Other Professionals

(a) Employees, who possess a relevant tertiary level qualification, or equivalent as agreed between the union and the employers, and who are employed in the callings of Librarian, Program Development, or any other professional calling as agreed between the union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	NEW
LEVEL 3/5	28307	10971	39278
	29749	10971	40720
	31545	10971	42516
	33421	10971	44392
	36443	10866	47309
	38462	10762	49224
LEVEL 6	40434	10762	51196
	41898	10762	52660
	43978	10762	54740
LEVEL 7	45091	10762	55853
	46501	10762	57263
	47962	10762	58724
LEVEL 8	50097	10762	60859
	51847	10762	62609
LEVEL 9	54495	10762	65257
	56337	10762	67099
LEVEL 10	58354	10762	69116
	61598	10762	72360
LEVEL 11	64189	10762	74951
	66824	10762	77586
LEVEL 12	70437	10762	81199
	72878	10762	83640
	75662	10762	86424

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

(c) 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.

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

(4) 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.

2009 WAIRC 00725

Aerated Water and Cordial Manufacturing Industry Award 1975

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. – WAGES

(1) For employees employed pursuant to this Award by Coca-Cola Bottlers (Perth) Ltd, Cadbury Schweppes Pty Ltd and Pepsi-Seven Up Bottlers Australia Pty Ltd only the minimum weekly rate of pay shall include the base rate plus the supplementary payment per week, operative on and from the commencement of the first pay period on or after 1 October 2009.

		Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Rates $
(a)	Production Employee - Grade 1 Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who may be required to regularly carry out any general duties together with the specific duties listed hereunder: Specific Duties - Grade 1 - Employees engaged in bottling or canning line operations who are not in charge of operating machines - Operators of bottle washing machines - Inspecting or sighting empty or full bottles - Stacking cases on pallets - Fruit Juice extracting - General Hand.	385.40	244.30	629.70
(b)	Production Employee - Grade 2 Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who in addition to the duties of a Production Employee - Grade 1 may be required to regularly carry out the specific duties listed hereunder Specific Duties - Grade 2 • Syrup and/or cordial makers mixing recipes or formulae who are not solely responsible for ensuring adherence to quality standards of batches. • Operators of Filling machines • Operators of labelling, palletising or depalletising, case packing or unpacking, carton or multi packing machines. • Employees engaged on routine line testing • Forklift Driver • Truck Driver Provided that drivers who are required to collect money during any week or portion of a week as part of their duties and account for it shall be paid $4.55 for such a week in addition to the rate of wage prescribed above.	410.00	244.30	654.30
(c)	Production Employee - Grade 3 Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who in addition to the duties of a Production Employee - Grade 2 may be required to regularly carry out the specific duties listed hereunder. Specific Duties - Grade 3 - Syrup and/or cordial makers mixing recipes or formulae who are solely responsible for ensuring adherence to quality standards of batches - Operators of bottle washing, filling, labelling, palletising or depalletising, case packing or unpacking, carton or multi packing machines or forklifts who are competent and required to operate at least three such different machines one of which may be a forklift truck. - Driver Forklift carrying truck	430.50	246.30	676.80
(d)	Provided that, where an employee will, as a result of the implementation of the new grading structure receive an increase in excess of that allowed by the Structural Efficiency Principle, the additional amounts will be phased in as follows - the increases will be phased in over four equal instalments which will become payable at not less than six monthly intervals - the first instalment will not be available earlier than 23 February, 1990			

(2) For all other employees employed pursuant to this Award and not specified in subclause (1) of this clause, the minimum rate shall include the base rate plus the arbitrated safety-net adjustment per week, operative on and from the first pay period on or after 1 October 2009.

		Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Rates $
(a)	Cordial and/or syrup maker mixing recipe or formulae who is responsible for ensuring that the correct qualities and quantities of ingredients are included in batches	392.50	244.30	636.80
(b)	Filler operator:			
	(i) for lines with a rate capacity of under 150 units per minute	378.50	244.30	622.80
	(ii) for all other lines	387.30	244.30	631.60
(c)	Driver of motor vehicle	387.70	244.30	632.00
	Provided that drivers who are required to collect money during any week or portion of a week as part of their duties and account for it shall be paid $4.25 for such week in addition to the rate of wage prescribed above			
(d)	Driver of Fork Lift -			
	(i) Less than three months experience	377.00	244.30	621.30
	(ii) Thereafter	387.60	244.30	631.90
(e)	Employees operating labelling, palletising or de-palletising, case packing or unpacking or carton packing machines	380.60	244.30	624.90
(f)	Employees engaged on routine line testing	370.40	244.30	614.70
(g)	Employees engaged on bottling or canning line operations including operating bottle washer, removing empty bottles from cases or placing empty bottles on conveyors, sighting, inspecting, filling cases with full bottles and stacking on pallets, fruit juice extracting, cordial and/or syrup room.	362.70	244.30	607.00
(h)	All others	357.70	244.30	602.00

(3) Junior Employees:

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

	%
16 years of age and under	50
At 17 years of age	60
At 18 years of age	75
At 19 years of age	90
At 20 years of age	Adult Rates

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

(4) Leading Hands:

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

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

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

"Overaward Payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment" or any term whatsoever) which an employee would receive in excess of the "award wage" which applied immediately prior to the decision of the Western Australian Industrial Relations Commission dated 24 December 1993 (Application No. 1457/1993) for the classification in which such employee is engaged. Provided that such payment shall exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this award.

The supplementary payment at each classification level includes an $8.00 adjustment reflecting the application of the arbitrated safety net adjustment principle enunciated in the State Wage decision of 24 December 1993 (Application No.

1457/1993). Consistent with the requirements of the Principles the $8.00 safety net adjustment is absorbable to the extent of any equivalent amount in rates of pay - whether overaward, award or industrial agreement - in excess of the minimum rates (classification rate and supplementary payment) prescribed in accordance with the September 1989 State Wage Case decision.

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

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

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

2009 WAIRC 00726

Aerospace Engineering Services Pty Ltd Enterprise Award 2005

16. - RATES OF PAY

(1) Employees will be paid no less than the consolidated base annual salary in accordance with their classification in the following table. The annual salary is inclusive of the 38 hour rostered hours and all allowances (which include annual leave loading, leading hand, first aid, meal allowance, transport allowance, dirty work, hot work, cold work, wet places work, confined space work, fuel tank work and fibreglass work). The annual salary does not include overtime penalties, shift allowances and superannuation payments.

(2) Employees will be rewarded with promotion and pay increases based on merit and in accordance with Company policy.

38 Hour Week Remuneration			
Classification	**Annualised Salary (AS)**	**Base Weekly Payment (BWP)**	**Standard Hourly Rate**
Administrative Assistant 1	32950	AS/52 weeks	BWP/38 hours
Administrative Assistant 2	34450	AS/52 weeks	BWP/38 hours
Administrative Officer	35950	AS/52 weeks	BWP/38 hours
Storesperson 1	35014	AS/52 weeks	BWP/38 hours
Storesperson 2	36450	AS/52 weeks	BWP/38 hours
Stores Officer	37950	AS/52 weeks	BWP/38 hours
Snr Technician 1 (on probation)	36525	AS/52 weeks	BWP/38 hours
Snr Technician 1	37850	AS52 weeks	BWP/38 hours
Snr Technician 2	39350	AS/52 weeks	BWP/38 hours
Snr Technician 3	40850	AS/52 weeks	BWP/38 hours
Service Engineer 1	42350	AS/52 weeks	BWP/38 hours
Service Engineer 2	43850	AS/52 weeks	BWP/38 hours
Senior Service Engineer	45350	AS/52 weeks	BWP/38 hours

(3) Where an employee is paid in excess of the base of the consolidated annual base salary, any increase to the rates resulting from a State Wage Increase will be absorbed within the employee's actual rate and the employee's pay rate will not be adjusted. Employee's pay will only be adjusted as a result of State Wage Increases if an increase to the base rate would result in the employee being paid less than the adjusted rate.

26. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00727

Aged and Disabled Persons Hostels Award, 1987

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

18. - WAGES

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

		Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Weekly Rate $
(i)	Qualified Cook	460.90	246.30	707.20
(ii)	Cook Working Alone	401.00	244.30	645.30
(iii)	Other Cook	395.90	244.30	640.20
(iv)	Supervisor	426.40	246.30	672.70
(v)	Assistant Supervisor	403.60	244.30	647.90
(vi)	Domestic	378.30	244.30	622.60
(vii)	Driver	402.90	244.30	647.20

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

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

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

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

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

(6) Apprentices Wages:

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

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

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

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

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

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

2009 WAIRC 00728

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

29. - WAGES

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

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

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

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

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

(2) (a)

Classification	BaseRate$	SpecialPayment$	ArbitratedSafety NetAdjustments$	Total Rate Per Week$
Instrument Fitter	380.10	80.00	246.30	706.40
Welder - Special Class	371.40	80.00	246.30	697.70
Welder	362.80	80.00	246.30	689.10
Tradesperson	362.80	80.00	246.30	689.10
Refrigeration Fitter	362.80	80.00	246.30	689.10
Boilermaker -Structural Steel Tradesperson	362.80	80.00	246.30	689.10
Sheetmetal Employee - First Class	362.80	80.00	246.30	689.10
Second Class - 1st six months in industry	310.20	64.30	244.30	618.80
Thereafter	327.20	66.80	244.30	638.30
Certificated Rigger or Scaffolder	345.70	68.90	244.30	658.90
Rigger or Scaffolder - Other	334.70	67.60	244.30	646.60
Tool and Material Storeperson	322.90	65.80	244.30	633.00
Tradesperson's Assistant	310.20	64.30	244.30	618.80
Tradesperson's Assistant who from time to time uses a grinding machine	311.70	65.80	244.30	621.80
Lagger -				
1st six months' experience	310.20	63.40	244.30	617.90
2nd & 3rd six months' experience	311.70	65.40	244.30	621.40
4th & 5th six months' experience	315.90	65.60	244.30	625.80
Thereafter	317.40	66.60	244.30	628.30

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

(3) Apprentices:

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

Five Year Term -	%
First Year	40
Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88
Four Year Term -	%
First Year	42
Second Year	55
Third Year	75
Fourth Year	88
Three and a Half Year Term -	%
First six months	42
Next Year	55
Following Year	75
Final Year	88
Three Year Term -	%
First Year	55
Second Year	75
Third Year	88

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

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

(i) $44.90 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project.

(ii) $40.50 per week if engaged on a multi-storey building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A multi-storey building is a building which, when completed, will consist of at least five storeys.

(iii) $23.80 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of this award.

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

(5) Leading Hands:

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

		$
(a)	If placed in charge of not less than three and not more than 10 other employees	25.50
(b)	If placed in charge of more than 10 and not more than 20other employees	38.80
(c)	If placed in charge of more than 20 other employees	50.20

(6) Casual Employees:

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

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

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

(i) $14.00 per week to such tradesperson or second-class sheetmetal employee; or

(ii) in the case of an apprentice a percentage of $14.00 being the percentage which appears against the year of apprenticeship in subclause (3) hereof, for the purpose of such tradesperson, second-class sheetmetal employee or Apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson, second-class sheetmetal employee or as an apprentice.

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

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

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

29A. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00729

Ambulance Service Communication Centre Employees' 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

9. – WAGES

The minimum rates of weekly wages payable for officers covered by this Award shall be as follows:

			Base Rate $	Arbitrated Safety Net Adjustments $	Minimum $
(1)	(a)	Communications Officer:			
		1st year of employment	427.00	246.30	673.30
		2nd year of employment	439.00	246.30	685.30
		3rd year of employment	452.00	246.30	698.30
		4th year of employment	466.00	244.30	710.30
		5th year of employment	476.00	244.30	720.30
		6th year of employment, and thereafter	491.00	244.30	735.30
	(b)	Senior Communications Officer:			
		1st year of employment in this rank	508.00	244.30	752.30
		2nd year of employment in this rank	522.00	244.30	766.30
		3rd year of employment in this rank and thereafter	536.00	244.30	780.30

(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) Where casual officers are employed, they shall be paid at the rates prescribed in paragraph (a) of subclause (1) of this clause, as applicable to first year of employment, plus 20%. Any casual officer shall only be employed for periods of less than two weeks duration.

2009 WAIRC 00730

Ambulance Service Employees' Award, 1969

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

9. - RATES OF PAY

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

			$	ASNA	TOTAL
(1)	(a)	Ambulance Officer Grade I (Transport)			
		1st year	426.90	246.30	673.20
		2nd year	432.00	246.30	678.30
		3rd year and thereafter	436.50	246.30	682.80
	(b)	Ambulance Officer Grade I			
		1st year	426.90	246.30	673.20
		2nd year	432.00	246.30	678.30
		3rd year and thereafter	436.50	246.30	682.80
	(c)	Ambulance Officer Grade II			
		1st year	464.10	244.30	708.40
		2nd year	469.10	244.30	713.40
		3rd year and thereafter	473.70	244.30	718.00

(d)	Ambulance Officer Grade III	491.20	244.30	735.50
(e)	Ambulance Officer Grade IIIwith Certificate Allowance	535.60	244.30	779.90
(f)	Where appointed as such the following shall apply:			
	Station Officers			
	Grade I	547.40	244.30	791.70
	Grade II	559.10	244.30	803.40

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2009 WAIRC 00731

Animal Welfare Industry Award

18. – RATES OF PAY

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

Classification	**$ per week**
Introductory (not exceeding 3 months)	569.70
Level 1 (87.4%)	608.70
Level 2 (92.4%)	620.85
Level 3 (Cert III) (100%)	663.50
Level 4 (Cert IV) (110%)	719.62
Level 5 (Diploma.) (119.4%)	772.37

(2) Classification Structure

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

(3) Implementation of Classification Structure

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

(4) Promotion to Higher Levels

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

(5) Transitional Arrangements

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

(6) Classification Definitions

(a) Introductory level

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

(b) Level 1

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

An employee at this Level will:

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

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

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

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

Typical activities at this level may include:

(i) assists other employees in their duties;

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

(iii) basic animal care;

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

(c) Level 2

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

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

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

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

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

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

(v) exercise discretion and judgment against established criteria.

Typical activities at this level may include:

(i) basic animal care, animal handling;

(ii) consult duty veterinarian;

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

(iv) ability to undertake basic animal health procedures.

(d) Level 3

General

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

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

(i) generally be working with limited supervision ;

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

(iii) exercise discretion and judgment against established criteria.

Typical activities at this level may include:

(i) assist with animal care under limited supervision;

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

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

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

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

(vi) work in the companion animal industry;

(vii) provide basic first aid for animals.

(e) Level 4

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

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

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

(ii) exercise discretion and judgment against established criteria;

(iii) provide veterinary nursing care;

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

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

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

(i) ability to undertake limited Staff Supervision ;

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

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

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

(v) can perform clinic pathology procedures;

(vi) can conduct medical and surgical support;

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

(f) Level 5

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

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

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

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

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

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

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

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

19. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00732

Argyle Diamonds Production Award 1996

23. - RATES OF PAY

(1) An employee, other than a casual or an apprentice, in the classification specified in the table hereunder shall be paid, on commencement, as follows:

(a)	**Operator**	**Per Hour $**
	Level 1	17.89
	Level 2	18.72
	Level 3	19.56
	Level 4	20.03
	Level 5	20.41
	Level 6	21.09
	Level 7	21.78
	Level 8	22.47
	Level 9	23.08
	Level 10	23.78
(b)	**Mechanical & Electrical Trades**	**Per hour $**
	Level 1	19.84
	Level 2	20.83
	Level 3	21.60
	Level 4	22.12
	Level 5	22.50
	Level 6	23.14
	Level 7	23.75
	Level 8	24.32

(2) A casual employee shall be paid at the hourly rate appropriate to Level 1 of the classification plus a loading of twenty percent (20%) in lieu of the leave provided under Clause 15. - Annual Leave, Clause 16. - Sick Leave, and Clause 18. - Parental Leave of this Award.

(3) (a) Employees shall progress between levels in the classification after earning points by participating in the Skills Extension Programme provided in Clause 25. - Training of this Award or gaining the TAFE qualifications as specified for the higher levels.

(b) Employees in all classifications shall on commencement of employment with the employer enter Level 1. Where the employee has previously been employed by the employer or has participated in training programmes similar to those set out in Clause 25. - Training of this Award the employee may be reclassified to higher levels in accordance with the following:

(i) Previously employed by the employer and absent for a period up to Six Commute Cycles.

All points shall be reinstated for modules the employee successfully completed previously, that are in the matrix applying on re-engagement. Provided that the employer may require that the employee be reassessed with respect to any module, and if the criteria are not met the points will not be reinstated.

(ii) Periods of Absence of more than Six Commute Cycles or Never Previously Employed by the Employer.

The employee shall commence at Level 1 and shall work for three commute cycles and during those cycles shall be assessed for all modules that the employee seeks recognition for that are in the matrix applying upon engagement. The employee shall be awarded points for all modules where the criteria are met and the points shall be deemed to have been awarded upon engagement.

(iii) Where on engagement the points awarded exceed the points required for a level, discussions between the employer and employee will take place in relation to the number of commute cycles required before progression to the next level. In the absence of agreement as to the number of commute cycles, this issue will be referred to the Training Review Committee established under Paragraph (c) of subclause (4) of Clause 25. - Training.

(c) Operator:

(i) Subject to paragraph (ii) hereof, progression from Level 1 shall be in accordance with the following scale:

Level 1 to Level 2	After earning a total of 175 points.
Level 2 to Level 3	After earning a total of 425 points.
Level 3 to Level 4	After earning a total of 700 points.
Level 4 to Level 5	After earning a total of 1000 points and therefore completing the Argyle Diamonds Skills Extension Programme Certificate.
Level 5 to Level 6	After completion of the TAFE Mining Skills Course.
Level 6 to Level 7	After completion of 50% of the TAFE Certificate in Mining Operations.
Level 7 to Level 8	After completion of the TAFE Certificate in Mining Operations.
Level 8 to Level 9	After completion of 50% of the TAFE Advanced Certificate in Mining Operations.
Level 9 to Level 10	After completion of the TAFE Advanced Certificate in Mining Operations.

(ii) Until an operator attains Level 5 the employee must complete at least ten commute cycles of duty in each level before progression to the next level, except where an alternative number of cycles is determined pursuant to paragraph (iii) of subclause (b) of this clause.

(d) Mechanical or Electrical Trades:

(i) Subject to paragraph (ii) hereof, progression from Level 1 shall be in accordance with the following scale:

Level 1 to Level 2	After earning a total of 175 points.
Level 2 to Level 3	After earning a total of 425 points.
Level 3 to Level 4	After earning a total of 700 points or possessing an appropriate TAFE Post Trades Certificate.
Level 4 to Level 5	After earning a total of 1000 points and therefore completing the Argyle Diamonds Skills Extension Programme Certificate.
Level 5 to Level 6	After completion of the appropriate TAFE Post Trades Certificate.
Level 6 to Level 7	After completion of 50% of the additional requirements for the TAFE Advanced Trades Certificate.
Level 7 to Level 8	After completion of the appropriate TAFE Advanced Trades Certificate.

(ii) Until a mechanical or electrical trades employee attains Level 5 the employee must complete at least ten commute cycles of duty in each level before progressing to the next level, except where an alternative number of cycles is determined pursuant to paragraph (iii) of subclause (b) of this clause.

(e) The rates of pay in this award include the arbitrated safety net adjustment 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) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(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 to the minimum adult award wage.

(f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(j) Adult Apprentices

(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after

1 October 2009.

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

(iii) 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.

(iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00733

Artworkers Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

6. - WAGES

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

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

	Rate Per Week$	Supplementary Payment$	Total Rate$
Artworker	543.71	244.30	788.01

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

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

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

(3) Artworker Allowances:

(a) Equipment Allowance 32.20

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

(b) Studio Allowance 52.10

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

(c) Construction Allowance $18.34

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

2009 WAIRC 00734

The Australian Workers Union Road Maintenance, Marking and Traffic Management Award 2002

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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

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 to the minimum adult award wage.

4.1.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

4.1.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

4.1.8.1 Apply to all work in ordinary hours.

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

4.1.9 Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

4.1.10 Adult Apprentices

4.1.10.1 Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

4.1.10.3 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.

4.1.10.4 Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

4.2 - WAGES

4.2.1 Actual Weekly Rate

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

4.2.2 The following shall be the minimum rate of wages payable to employees under this award on and from the commencement of the first pay period on or after 1 October 2009.

Classification	Weekly Rate $	Hourly Rate $
Trainee Traffic Controller – First 3 months probation	636.10	16.73
Traffic Controller	680.50	17.90
Traffic Controller Team Leader	702.60	18.48
Construction Employee Grade 2	639.70	16.83
Construction Employee Grade 3	651.30	17.13
Construction Employee Grade 4	666.90	17.55
Construction Employee Grade 5	679.10	17.87
Construction Employee Grade 6	684.60	18.01
Plant Operator Grade 1	646.50	17.01
Plant Operator Grade 2	673.80	17.73

4.2.3 Special Allowance

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

4.2.4 Casual Employees

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

2009 WAIRC 00735

AWU Gold (Mining and Processing) Award 1993

16. - WAGE RATES

(1) Underground

	Total Weekly Minimum Rate (Includes Industry Allowance) $
Group 1	633.30
Trucker	
Toolcarrier	
Salvage Person	
Pass Runner	
Group 2	647.10
Pipe Sampler	
Sampler	
Popper Machineperson	
Diamond Drillers Assistant	
Air Hoist Operator	
Ventilation Person	
Pump Attendant (as distinct from Pumpperson)	
Hydraulic Fill Operator	
Group 3	652.30
Platelayer	
Train Crew	
Mechanical Loader Operator	
Scraper Hauler Operator	
Braceperson	
Group 4	657.10
Scaler	
Pumpperson (engaged dewatering a mine)	
Group 5	665.10
Rock Drill Person in other places	
Rock Bolter	
Powder Monkey	
Percussion Drill Operator	
Sanitary Person	
Crusher Operator	
Group 6	673.90
Rock Drill Person in Rises	
Rock Drill Person in Winzes	
Raise Drill Operator	
In-The-Hole-Hammer Operator	
Diamond Driller up to 15kw	
Timberman	
Group 7	682.20
Rock Drill Person in Shaft	
Timberman in Shaft	
Diamond Driller over 15kw	
Group 8	690.30
Diesel Truck and Loader Operator	
Diesel Personnel Carrier Operator	
Group 9	703.00
Hydraulic Jumbo Drill Operator	

(2) (a) Mining - Open Cut

	Total Weekly Minimum Rate (Includes Industry Allowance) $
Mine Employee - Grade 1	634.20
Labourer	
Spotter	
Sampler	

	Total Weekly Minimum Rate (Includes Industry Allowance)—*continued*
	$
Mine Employee - Grade 2	656.60
Blast Crew	
Trainee - Mobile Plant Operator	
Serviceperson	
Production	
Driller	
Mine Employee - Grade 3	698.80
Trained - Mobile Plant Operator	
Serviceperson	
Production	
Driller	
Mine Employee - Grade 4	708.40
Shot Firer	
Skilled - Mobile Plant Operator	
Serviceperson	
Production	
Driller	
Mine Employee - Grade 5	721.90
Multiskilled	

(b) OreProcessing

	Total Weekly Minimum Rate (Includes Industry Allowance)
	$
Process Operator - Grade 1	626.50
Process Operator - Grade 2	643.50
Process Operator - Grade 3	660.00
Process Operator - Grade 4	675.80
Process Operator - Grade 5	708.40
Laboratory	
Laboratory Employee - Grade 1	626.50
Laboratory Employee - Grade 2	643.50
Laboratory Employee - Grade 3	660.00
Laboratory Employee - Grade 4	675.80
Laboratory Employee - Grade 5	708.40

(c) Mine Services Employees (MSE)

	Total Weekly Minimum Rate (Including Industry Allowance)
	$
MSE - Grade 1	634.20
MSE - Grade 2	650.80
MSE - Grade 3	667.00

(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) Leading Hands

In addition to the highest relevant wage rates for his or her classification an employee appointed as a leading hand shall be paid per week, the following -

(a)	In charge of not less than three and not more than ten other employees	$19.50
(b)	In charge of more than ten and not more than twenty other employees	$29.40
(c)	In charge of more than twenty employees	$38.10

(5) Wage rates under this award may be adjusted in accordance with applicable decisions of the Western Australian Industrial Relations Commission.

(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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(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 to the minimum adult award wage.

(f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(j) Adult Apprentices

(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(iii) 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.

(iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

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 industry allowance and total rate published in Clause 16. - Wages.

Classification and wage per week.

1) Underground	**Base Rate**	Industry Allowance	Arbitrated Safety Net Adjustment	Total Weekly Minimum Rate
	$	$	$	$
Group 1	298.80	90.20	244.30	633.30
Trucker				
Toolcarrier				
Salvage Person				
Pass Runner				
Group 2	312.60	90.20	244.30	647.10
Pipe Sampler				
Sampler				
Popper Machineperson				
Diamond Drillers Assistant				
Air Hoist Operator				
Ventilation Person				
Pump Attendant (as distinct from Pumpperson)				
Hydraulic Fill Operator				

(1) Underground— *continued*	**Base Rate**	Industry Allowance	Arbitrated Safety Net Adjustment	Total Weekly Minimum Rate
	$	$	$	$
Group 3 Platelayer Train Crew Mechanical Loader Operator Scraper Hauler Operator Braceperson	317.80	90.20	244.30	652.30
Group 4 Scaler Pumpman (engaged dewatering a mine)	322.60	90.20	244.30	657.10
Group 5 Rock Drill Person in other places Rock Bolter Powder Monkey Percussion Drill Operator Sanitary Person Crusher Operator	330.60	90.20	244.30	665.10
Group 6 Rock Drill Person in Rises Rock Drill Person in Winzes Raise Drill Operator In-The-Hole-Hammer Operator Diamond Driller up to 15kw Timberman	339.40	90.20	244.30	673.90
Group 7 Rock Drill Person in Shaft Timberperson in Shaft Diamond driller over 15kw	347.70	90.20	244.30	682.20
Group 8 Diesel Truck and Loader Operator Diesel Personnel Carrier Operator	353.80	90.20	246.30	690.30
Group 9 Hydraulic Jumbo Drill Operator	366.50	90.20	246.30	703.00

(2) (a) **Mining - Open Cut**	**Base Rate**	**Industry Allowance**	**Arbitrated Safety Net Adjustment**	**Total Weekly Minimum Rate**
	$	$	$	$
Mine Employee - Grade 1 Labourer Spotter Sampler	299.70	90.20	244.30	634.20
Mine Employee - Grade 2 Blast Crew Trainee - Mobile Plant Operator Serviceperson Production Driller	322.10	90.20	244.30	656.60
Mine Employee - Grade 3 Trained - Mobile Plant Operator Serviceperson Production Driller	362.30	90.20	246.30	698.80

(2) (a) **Mining - Open Cut**—*continued*	**Base Rate**	**Industry Allowance**	**Arbitrated Safety Net Adjustment**	**Total Weekly Minimum Rate**
	$	$	$	$
Mine Employee - Grade 4 Shot Firer Skilled - Mobile Plant Operator Serviceperson Production Driller	371.90	90.20	246.30	708.40
Mine Employee - Grade 5 Multiskilled	385.40	90.20	246.30	721.90

(b) **OreProcessing**	**Base Rate**	**Industry Allowance**	**Arbitrated Safety Net Adjustment**	**Total Weekly Minimum Rate**
	$	$	$	$
Process Operator - Grade 1	292.00	90.20	244.30	626.50
Process Operator - Grade 2	309.00	90.20	244.30	643.50
Process Operator - Grade 3	325.50	90.20	244.30	660.00
Process Operator - Grade 4	341.30	90.20	244.30	675.80
Process Operator - Grade 5	371.90	90.20	246.30	708.40
Laboratory				
Laboratory Employee - Grade 1	292.00	90.20	244.30	626.50
Laboratory Employee - Grade 2	309.00	90.20	244.30	643.50
Laboratory Employee - Grade 3	325.50	90.20	244.30	660.00
Laboratory Employee - Grade 4	341.30	90.20	244.30	675.80
Laboratory Employee - Grade 5	371.90	90.20	246.30	708.40

(c) **Mine Services Employees (MSE)**	**Base Rate**	**Industry Allowance**	**Arbitrated Safety Net Adjustment**	**Total Weekly Minimum Rate**
	$	$	$	$
MSE - Grade 1	299.70	90.20	244.30	634.20
MSE - Grade 2	316.30	90.20	244.30	650.80
MSE - Grade 3	332.50	90.20	244.30	667.00

2009 WAIRC 00736

AWU National Training Wage (Agriculture) Award 1994

10. - WAGES

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

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

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

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

HIGHEST YEAR OF SCHOOLING			
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	**$**	**$**
	168.00 (50%)* 195.00 (33%)	208.00 (33%) 233.00 (25%)	287.00
plus 1 year out of school	233.00	287.00	332.00
plus 2 years	287.00	332.00	388.00
plus 3 years	332.00	388.00	444.00
plus 4 years	388.00	444.00	
plus 5 years/more	444.00		

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

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

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

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

HIGHEST YEAR OF SCHOOLING			
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	**$**	**$**
	168.00 (50%)* 195.00 (33%)	208.00 (33%) 233.00 (25%)	278.00
plus 1 year out of school	233.00	278.00	317.00
plus 2 years	278.00	317.00	373.00
plus 3 years	317.00	373.00	426.00
plus 4 years	373.00	426.00	
plus 5 years/more	426.00		

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

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

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

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

HIGHEST YEAR OF SCHOOLING			
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	$	$
	168.00 (50%)* 195.00 (33%)	208.00 (33%) 233.00 (25%)	269.00
plus 1 year out of school	233.00	269.00	302.00
plus 2 years	269.00	302.00	340.00
plus 3 years	302.00	340.00	381.00
plus 4 years	340.00	381.00	
plus 5 years/more	381.00		

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

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

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

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

(2) Schedule C - Industry/Skill Levels of this Award sets out the industry/skill level of an approved Traineeship. The industry skill levels contained in Schedule C - Industry/Skill Levels of this Award are prima facie the appropriate levels but are not determinative of the actual skill levels (i.e. Skill Level A, B, or C) that may be contained in a Traineeship Scheme. The determination of the appropriate skill level shall be made by NETTFORCE based on the following criteria:

(a) Any agreement of the parties.

(b) The nature of the industry.

(c) The total training plan.

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

(e) The exit skill level in the relevant award contemplated by the Traineeship.

In the event that the parties disagree with such determination it shall be open to any party to the award to seek to have the matters in dispute determined by the Commission.

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

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

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

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

2009 WAIRC 00737

Bag, Sack and Textile Award

25. - WAGES

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

			Base Rate	Arbitrated Safety Net Adjustments	Minimum Rate
			$	$	$
Tradespersons					
	Canvas and Vinyl Fabricator		397.60	244.30	641.90
Other Classifications					
(a)	Bag and sack repairing machinist		339.70	244.30	584.00
(b)	Labourers in bag and sack repairing sections		331.50	244.30	575.80
(c)	Bag-making machinist		336.50	244.30	580.80
(d)	Sailmaker (as defined)		369.80	244.30	614.10
(e)	Manufacturer and/or repair of sails and ship's gear (including nets, fenders and rigging) and other articles that require the hand sewing of incomplete ropes by use of palm and needle:	First six months of employment on such work -	346.80	244.30	591.10
		Between six and twelve months of employment on such work	349.40	244.30	593.70
		After twelve months of employment on such work	354.10	244.30	598.40
(f)	Manufacture and/or repair of canvas goods of all description covered by this award including plastic substitutes for canvas:	First six months of employment on such work	339.90	244.30	584.20
		Between six and twelve months of employment on such work	342.60	244.30	586.90
		After twelve months of employment on such work	347.50	244.30	591.80
(g)	Sewing machinist, cutter or repairer of canvas:	First six months of employment on such work -	339.90	244.30	584.20
		Between six and twelve months of employment on such work	342.60	244.30	586.90
		After twelve months of employment on such work	347.50	244.30	591.80

			Base Rate	Arbitrated Safety Net Adjustments	Minimum Rate
			$	$	$
Other Classifications—*continued*					
(h)	Sewing Machinist (bag)	First six months of employment on such work -	339.90	244.30	584.20
		Thereafter	342.60	244.30	586.90
(i)	All Others		342.70	244.30	587.00

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

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

(3) Apprentices - (Percent of the "Tradespersons" rate per week)

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

(4)

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

(b) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(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 to the minimum adult award wage.

(f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(j) Adult Apprentices

(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after

1 October 2009.

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

(iii) 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.

(iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

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

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

(6) Tool Allowance:

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

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

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

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

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

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

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

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

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

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

2009 WAIRC 00738

Bakers' (Country) Award No. 18 of 1977

8. - WAGES

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

Classification	Base Rate$	Supplementary Payment$	Arbitrated Safety Net Adjustments $	Award Rate$
Adults:				
Doughmaker	370.75	34.10	244.30	649.15
Single Hand Baker	370.75	34.10	244.30	649.15
Baker	365.20	37.80	244.30	647.30

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

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

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

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

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

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

(c) Casual Employee:

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

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

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

(e) Disability Allowance:

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

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

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

(4) Junior Employees:

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

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

(5)

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

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

(6)

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

(b) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(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 to the minimum adult award wage.

(f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(j) Adult Apprentices

(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after

1 October 2009.

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

(iii) 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.

(iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00739

Bakers' (Metropolitan) Award No. 13 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

8. - WAGES

The minimum ordinary wages payable under this award shall be:

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

Classification	Base Rate $	Supplementary Payment $	Arbitrated Safety Net Adjustments $	Award Rate $
Adults:				
Doughmaker	374.10	36.10	244.30	654.50
Single Hand Baker	374.10	36.10	244.30	654.50
Baker	365.20	38.80	244.30	648.30
Bakers' Assistant	310.20	21.30	244.30	575.80

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

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

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

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

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

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

(c) Jobber: One thirty-eighth of the Bakers' wage plus 20 per cent per hour -

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

		$
(i)	if placed in charge of less than four other employees (per week)	13.95
(ii)	if placed in charge of four but less than ten other employees (per week)	22.25
(iii)	if placed in charge of ten and not more than 20 other employees (per week)	34.15
(iv)	if placed in charge of 20 or more other employees (per week)	43.95

(e) Disability Allowance:

In addition to the total wage prescribed in this subclause a disability allowance of $5.85 per week shall be paid to doughmakers and single hand bakers.

(2) Junior Employees:

Junior employees shall be paid the following percentages of the appropriate adult rate for the work upon which they are engaged.

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

(3) Casual employees shall be paid at the rate of one thirty-eighth of the appropriate weekly rate plus a loading of 20%.

2009 WAIRC 00740

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

8. - WAGES

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

		$
(a)	Surgical Bootmaker	597.70
(b)	Bespoke Bootmaker	597.70
(c)	Boot Repairer	597.70

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

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

(3) Apprentices (percentage of Boot Repairers' rate per week)

Five year term -	
First year	40%
Second year	48%
Third year	55%
Fourth year	75%
Fifth year	88%
Four year term -	
First year	42%
Second year	55%
Third year	75%
Fourth year	88%

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

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

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

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

8A. - MINIMUM WAGE - ADULT MALES AND FEMALES

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00741

BHP-Utah Minerals International Cadjebut Production Award 1989, No. A 11 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

19. - RATES OF PAY AND ALLOWANCES

(1) An employee other than a casual employee or an employee who is remunerated in accordance with Clause 20. - Piecework of this Award, shall be paid in accordance with the following schedule:

Classification	ASNA ASNA/38hr	Rate Per Hour $
Probationary Operator	5.34	15.38
Mill Operator Grade 1	5.34	16.32
Mill Operator Grade 2	5.34	16.79
Mill Operator Grade 3	5.47	17.59
Mill Operator Grade 4	5.47	18.29
Probationary Storeperson	5.34	15.38
Storeperson Grade 1	5.34	16.32
Storeperson Grade 2	5.34	16.79
Storeperson Grade 3	5.47	17.95

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) Cadjebut Allowance

A flat allowance of $96.41 per work cycle shall be paid to each employee, provided that in the case of employees with dependants living with them they shall receive an allowance of $122.89 per work cycle. This allowance accounts for district allowance, all site disability and commuting to and from the Cadjebut mine site.

(3) Shift Allowance

An employee shall, in addition to the ordinary rate of pay receive an allowance of $12.75 per shift of 12 hour duration on night shift.

(4) Acting Foreman Allowance

Where an employee is requested by the employer to act in the capacity of foreman for a period of not less than 12 consecutive hours an allowance of $20.50 per shift shall be paid whilst the employee is so engaged. Provided that where a part shift is worked an allowance of not more than $10.25 shall be paid on any occasion.

(5) Where an employee has been appointed as a leading hand in charge of other employees, he or she shall receive an amount of 34 cents in addition to the base rate for each hour when so employed.

(6) Travel Allowance

An employee who is required to attend for work at Cadjebut shall be paid four hours at the rate prescribed in subclauses (1) and (2) of this clause for each work cycle, in addition to other payments prescribed in this clause.

(7) Casual Employees

A casual employee shall be paid at the appropriate hourly rate as prescribed in this clause at subclause (1) plus a loading of 20 per cent in lieu of sick leave, annual leave, bereavement and compassionate leave, maternity leave and long service leave.

2009 WAIRC 00742

Bibra Lake Fabrication Workshop Award

25. - WAGES

(1) (a) The rate of wages payable weekly to adult employees covered by this award shall be as follows :

Classification	Relativity Wage Rate%	+ $10 Safety Net Adjustment$	Arbitrated Safety Net Adjustments$	Total $
Tradesperson Level 4	115.0	524.40	174.30	746.70
Tradesperson Level 3	110.0	501.60	174.30	723.90
Tradesperson Level 2	105.0	478.80	174.30	703.10
Tradesperson Level 1	100.0	456.00	174.30	680.30
Maintenance Employee Level 4	92.4	421.40	174.30	643.70
Maintenance Employee Level 3	88.0	401.30	174.30	623.60
Maintenance Employee Level 2	84.0	383.00	174.30	605.30
Maintenance Employee Level 1	79.2	361.20	174.30	583.50
Driver Articulated Vehicle exceeding 20 tonne capacity	98.44	448.90	174.30	673.20
Driver Motor Vehicle Exceeding 7 tonne capacity	94.76	432	174.30	654.40

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

The Arbitrated Safety Net Adjustments may be absorbed into over=award or industrial agreement increases in the terms specified in State Wage Case Decisions.

(2) In Charge Allowance:

(a) In addition to the appropriate total rate prescribed in subclause (1) of this clause an employee shall be paid:-

	$
(i) if placed in charge of one to ten employees	18.00
OR	
(ii) if placed in charge of not less than 11 and not more than 20 other employees	27.60

(b) For the purpose of calculating authorised paid leave and overtime payments only, any in charge allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in the award. 20 x 35.70

(3) Apprentices

Percentage of the Tradesperson's Level 1 rate per week -

(a)	Four year term	
	4th year	88%
	3rd year	75%
	2nd year	55%
	1st year	42%
(b)	Three & A Half Year Term	
	Final year	88%
	Next year	75%
	Next year	55%
	First 6 months	42%
(c)	Three Year Term	
	3rd year	88%
	2nd year	75%
	1st year	55%

(4) Tool Allowance:

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

(i) $10.00 per week to such tradesperson; or

(ii) in the case of an apprentice a percentage of $10.00 being the percentage which appears against the year of apprenticeship in subclause (3) of this clause;

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

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

(5) Where two or more mobile cranes or forklifts are engaged on any one lift, the driver thereof shall be paid an additional amount for the time occupied at the rate of $2.88 per week.

(6) A casual employee shall be paid 20% of the ordinary rate in addition to the ordinary rate for the classification in which he/she is employed.

2009 WAIRC 00743

BP Fremantle Ltd Oil Bunkering Award 1992, No. A 20 of 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

21. - WAGE RATES

(1) The following shall be the actual wage per week to employees covered by this Award.

	RatePer Week$	ArbitratedSafety Net Adjustments$	Total RatePer Week$
Bunkering Attendant 3	595.00	244.30	839.30
Bunkering Attendant 2	565.00	244.30	809.30
Bunkering Attendant 1	535.00	244.30	779.30
Bunkering Attendant Base	505.00	244.30	749.30

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

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

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

2009 WAIRC 00744

BP Refinery (Kwinana) (Security Officers') 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

20. - WAGES

(1) (a) The minimum rate of pay for officers under this award shall be as follows:

	Base Rate	ASNA	Award Rate
	$	$	$
Security Officer (First 12 months)	407.70	244.30	652.00
Security Officer (Thereafter)	421.80	246.30	668.10

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

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

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

(2) A casual officer shall be paid 20% of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed, with a minimum engagement of three hours to be worked in a continuous shift.

(3) The wage rate prescribed in subclause (1) of this clause takes into account all disabilities associated with the performance of security and other duties under the scope of this award.

(4) Leading Hands: -

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

		Per Week
		$
(a)	if placed in charge of not less than 3 and not more than 10 other officers	25.70
(b)	if placed in charge of not less than 10 and not more than 20 other officers	39.40
(c)	if placed in charge of more than 20 other officers	50.70

(5) Additional allowance

Security officers required to hold a licence in accordance with the provisions of the Security Agents' Act shall have, in the second and subsequent years of employment, 50% of the cost of the licence reimbursed by the employer.

2009 WAIRC 00745

BRADKEN Bassendean (WA) Way Forward Enterprise Award 2003

4.1 - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

4.2 - WAGES

(1) Ordinary Wage Rates

Employees covered by this Award shall be classified at a level as specified by this clause and paid the ordinary wage rate, expressed as an hourly rate, applicable to their classification according to the schedule below, cross-referenced to subclause 4.2 (4) for the detail of wage increases and applicable dates:

Employee Classifications	Relativity to C10	Ordinary Hourly Wage Rate
C7	115%	27.43
C8	110%	26.31
C9	105%	25.19
C10	100%	24.08
C11	92.40%	22.38
C12	87.40%	21.26
C13	82%	20.05

Note: For continuity and industry consistency, the classification structure used is consistent with that contained in the Metal Trades (General) Award 1966 – Part 1 with some local modifications.

(2) Payment of Wages

Wages will be paid as follows:

(a) Wages shall be paid fortnightly by electronic funds transfer into a bank (or other recognised financial institution) account of the employee's choice.

(b) The pay fortnight covers a two (2) week period, Monday to Sunday inclusive, with funds ordinarily being available in the employees' account on the Wednesday following the close of the pay fortnight.

(c) For timekeeping purposes the following shall be applied:

(d) It will be at the Supervisors discretion whether the deduction to the next ¼ hour will be waived or applied for those employees clocking on late.

(e) To facilitate the efficient processing of the payroll each employee is responsible for completing their timecard and getting it to the Leading Hand so that the Leading Hand can lodge all timecards at the pay office by 10am on the day after the pay fortnight closes.

(f) The Company will make all effort to resolve any pay anomalies within a 24-hour period of the notice of the anomaly. If the issue is not resolved a cash cheque or cash will be made available to meet the immediate needs of the employee. The maximum value will not exceed one weeks normal pay. The adjustment for reimbursement will be made in the next weeks pay.

(3) Wage Increases

(a) The Parties have agreed on the following increases to apply to: the ordinary wage rates in subclause 4.2 (1) as depicted in the schedule in that subclause; and the shift allowances in subclause 4.2 (4).

(i) On and from agreement of this award an increase of 3.0% in ordinary wage rate and an increase of 0.5% in income protection insurance will apply.

(ii) In all cases in subclause 4.2 (1), the percentage increase shall be applied to the C10 classification and subsequently the ordinary wage rate for each of the other Employee Classifications shall be increased according to the relativity of each to the C10 Employee Classification.

(iii) On and from the 24/11/04 an increase of 3.5% shall apply as above.

(iv) On and from the 24/11/05 a further increase of 3.5% shall apply as above with no further increase payable until 1/07/06.

(4) Apprentices

(a) The Company is committed to the training of apprentices, which may either be sourced form a group training scheme or be Company employed.

(b) Where the Company directly employs an apprentice then, except for clause 19, the Apprentices shall be entitled to the same benefits as a full-time employee under this Award other than for remuneration which must be a specific percentage of the wage rate for the relevant classification. The specific percentages to apply are:

(i) First Year Apprentice 42%

(ii) Second Year Apprentice 55%

(iii) Third Year Apprentice 75%

(iv) Fourth Year Apprentice 88%

(c) Where the Company employs an "adult" (that is a person of 21 years of age or older) apprentice then that employee shall be paid at a C11 for the full duration of his apprenticeship.

2009 WAIRC 00746

Breadcarters (Country) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

6. - WAGES

(1) The following shall be the rates of wages payable to employees covered by this Award. The total minimum weekly wage rate shall be the amount specified in the "Total Weekly Payment" column in this clause for the appropriate grade or sub-grade.

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Weekly Payment
	$	$	$	$
Grade 1 LoaderYardperson	314.30	44.90	244.30	603.50
Grade 2 Breadcarter in charge of rigid vehicle up to 4.5 tonnes Gross Vehicle Mass (GVM) or Gross Combination Mass (GCM)Loader in charge of automatic slicing and wrapping machine Breadcarter	327.70	46.80	244.30	618.80
Grade 3 Breadcarter in charge of rigid vehicle 4.5 to 13.9 tonnes GVM or GCM	334.40	47.80	244.30	626.50
Grade 4 Breadcarter in charge of rigid vehicle over 13.9 tonnes GVM or GCM up to 13 tonnes capacity	344.50	49.20	244.30	638.00
Grade 5 Breadcarter in charge of rigid vehicle and trailer up to 22.4 tonnes GCM over 10 and up to 15 tonnes capacity	351.10	50.20	244.30	645.60

(2) JUNIOR WORKERS:

The following percentage of the total wage payable to an adult worker for the class of work performed.

	%
If under 17 years of age	60
If 17 and under 18 years of age	70
If 18 and under 19 years of age	80
If 19 and under 20 years of age	90
If 20 years of age	Adult Rate

No junior under 17 years of age shall be permitted to be in sole charge of a motor vehicle.

A junior who is required to have a "B" class motor vehicle driver's license shall be paid the full adult rate.

(3) LEADING HANDS:

A leading hand appointed as such by the employer and placed in charge of:

(a) Not less than three and not more than ten other workers shall be paid $24.03 per week extra.

(b) More than ten and not more than twenty other workers shall be paid $35.88 per week extra.

(c) More than twenty other workers shall be paid $45.46 per week extra.

(4) Part-Time Workers: Part-time workers shall be paid at the rate of 20 per cent in addition to the rates prescribed for weekly hands. The minimum payment for a part-time worker shall be four hours in any day.

(5) CASUALS:

Casual hands shall be paid at the rate of 20 per cent in addition to the rates prescribed for weekly hands. The minimum payment to a casual hand shall be four hours in any day.

(6) COLLECTION OF MONIES:

Breadcarters who are required in any week to collect monies and account for them as part of their duties are to be paid $6.37 per week in addition to the rates before-mentioned.

(7) (a) Loaders who are required to commence working before 4.00 a.m. on any day shall be paid for each day so worked, an extra 30 per cent.

(b) Loaders who are required to commence work between 4.01 a.m. and 7.00 a.m. on any day shall be paid an extra 15 per cent for each day so worked.

(8) Bread Carters who are required to commence working before 7.00 a.m. on any day shall be paid an extra 15 per cent for each day so worked.

2009 WAIRC 00747

Breadcarters' (Metropolitan) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

6. - WAGES

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

	Base Rate$	Supple- mentary Payment$	Safety Net Adjustment$	Total Weekly Wage$
Grade 1 LoaderYardperson	314.30	44.90	244.30	603.50
Grade 2 Breadcarter in charge of rigid vehicle up to 4.5 tonnes Gross Vehicle Mass (GVM) or Gross Combination Mass (GCM)Loader in charge of automatic slicing and wrapping machineBreadcarter	327.70	46.80	244.30	618.80
Grade 3 Breadcarter in charge of rigid vehicle 4.5 to 13.9 tonnes GVM or GCM	334.40	47.80	244.30	626.50
Grade 4 Breadcarter in charge of rigid vehicle over 13.9 tonnes GVM or GCM up to 13 tonnes capacity	344.50	49.20	244.30	638.00
Grade 5 Breadcarter in charge of rigid vehicle and trailer up to 22.4 tonnes GCM over 10 and up to 15 tonnes capacity	351.10	50.20	244.30	645.60
Grade 6 Breadcarter in charge of articulated vehicle 3 or more axles over 22.4 tonnes GCM over 22 and up to 39 tonnes capacity	357.90	51.10	244.30	653.30

Leading Hands

A leading hand appointed as such by the employer and placed in charge of:

(a) Not less than three and not more than ten other workers shall be paid $24.03 per week extra.

(b) More than ten and not more than twenty other workers shall be paid $35.88 per week extra.

(c) More than twenty other workers shall be paid $45.46 per week extra.

(2) JUNIOR WORKERS:

Rates of pay (percent of total wage payable to an adult worker for the class of work performed).

	%
If under 17 years of age	60
If 17 and under 18 years of age	70
If 18 and under 19 years of age	85
If 19 and under 20 years of age	90
If 20 years of age	100

No junior under 17 years of age shall be permitted to be in sole charge of a motor vehicle.

A junior who is required to have a "B" class motor vehicle driver's license shall be paid the full adult rate.

(3) CASUALS:

Casual hands shall be paid at the rate of 20 per cent in addition to the rates prescribed herein.

(4) Breadcarters who are required in any week to collect monies and account for them as part of their duties are to be paid $6.37 per week in addition to the rates before-mentioned.

(5) (a) Loaders who are required to commence working before 4.00 a.m. on any day shall be paid for each day so worked, an extra 30 per cent -

(b) Loaders who are required to commence work between 4.01 a.m. and 7.00 a.m. on any day shall be paid an extra 15 per cent for each day so worked.

(6) Breadcarters who are required to commence working before 7.00 am on any day shall be paid an extra 15 per cent for each day so worked.

2009 WAIRC 00748

The Brewery Laboratory Employees Award 1983

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE "A"

Rates of Pay

(1) Laboratory Employees:

Notwithstanding the prescribed percentage relativities in this subclause, the rates applying shall be:

		$	ASNA	TOTAL
(a)	First year of experience	481.40	208.30	689.70
(b)	Second year of experience - 105% of first year rate	503.50	206.30	709.80
(c)	Third year of experience - 107.5% of first year rate	514.50	206.30	720.80
(d)	Thereafter - 110% of first year rate	525.50	206.30	731.80

(2) Payment will be based on the percentage prescribed herein of the year of experience which the employee has attained:

		%
(a)	At 20 years of age	92
(b)	At 19 years of age	78
(c)	At 18 years of age	65
(d)	At 17 years of age	55

(3) Draughtsmen:

	$	ASNA	TOTAL
Detail Draughtsmen - Thereafter	$602.60	208.30	810.90

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.

2009 WAIRC 00749

Brewing Industry 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE A. - WAGE RATES 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) Rates of Pay - the minimum weekly rate payable to employees covered by Part 1 of this award shall be as follows:-

Classifications:

(a) Transport:

		$	ASNA	TOTAL per week
(i)	Leading Hand Driver	466.80	208.30	675.10
(ii)	Driver of a Semi-Trailer with a capacity of 15-25 tonnes	460.00	208.30	668.30
(iii)	Driver of a Tandem/Semi-Trailer with a capacity of 9-15 tonnes	455.30	208.30	663.60
(iv)	Driver of a vehicle with a carrying capacity of 5-9 tonnes	447.50	206.30	653.80
(v)	Driver of a vehicle other than cars with a carrying capacity up to 5 tonnes	438.60	206.30	644.90
(vi)	Car Driver other than Executive Driver	430.50	206.30	636.80
(vii)	Executive Driver	436.70	206.30	643.00
(viii)	Leading Hand Fork Lift Driver	450.90	206.30	657.20
(ix)	Fork Lift Driver	431.60	206.30	637.90
(x)	Front End Loader Driver	431.60	206.30	637.90
(xi)	Tractor Driver	430.00	206.30	636.30
(xii)	Shunter Tractor Driver	447.50	206.30	653.80

(b) Sales Service Department:

				$ per week
(i)	Sales Service Technician Grade 1	445.70	206.30	652.00
(ii)	Sales Service Technician Grade 2	441.60	206.30	647.90

(c) Cellars and Brewhouse:

				$ Per week
(i)	Cellars/Brewhouse Operator	433.20	206.30	639.50
(ii)	Auto Jet Filter Operator	437.20	206.30	643.50
(iii)	Plate Evaporative/Filter Operator	447.50	206.30	653.80

(d) Bottling and Kegging:

				$ per week
(i)	Leading Hand	437.20	206.30	643.50
(ii)	Filler Operator	424.90	206.30	631.20
(iii)	Labeller Operator	412.60	206.30	618.90
(iv)	Packer Operator	412.60	206.30	618.90

				$ per week
(v)	Palletiser Operator	412.60	206.30	618.90
(vi)	Greaser	412.60	206.30	618.90
(vii)	Flash Pasteuriser Operator	424.90	206.30	631.20
(viii)	Depalletiser Operator	412.60	206.30	618.90
(ix)	Bottle Washer Operator Infeed	412.60	206.30	618.90
(x)	Bottle Washer Operator Discharge	412.60	206.30	618.90

(e) Miscellaneous:

				$ per week
(i)	Tallyperson at Rail	408.80	206.30	615.10
(ii)	Storeperson	412.60	206.30	618.90
(iii)	Waste Water Treatment Plant Operator	424.90	206.30	631.20

(f) All other adult employees employed in or about a Brewery, Bottling Works or Bottleyard:

			$ per week
(i)	395.70	206.30	602.00
(ii)	400.80	206.30	607.10

(2) Allowances:

(a) The rates prescribed for workers in Cellars and Brewhouses in subclause (1)(c) of this clause include allowance for temperature.

(b) An employee who holds a current Certificate of First Aid, and is nominated by the employer to perform First Aid duties as required in addition to normal duties in any week, shall be paid an allowance of $7.70 for that week in addition to the rates prescribed herein.

(c) Employees other than those paid under the provisions of subclause (1)(c) hereof who are required to work in areas where the temperature has by artificial means been decreased below 7° Celsius or increased above 43° Celsius shall be paid a rate of 30 cents per hour for any period in which they are so employed in these areas.

(d) Employees engaged on work which is considered by agreement between the parties to the award to be of a dirty or offensive nature shall be entitled to be paid at the rate of 30 cents per hour in addition to the rates prescribed herein for their ordinary classification for all time which they may be employed at this class of work.

(e) Employees required to work in areas defined by the parties to this award as confined spaces, shall be paid at a rate of 30 cents per hour in addition to the rates prescribed herein for their ordinary classification for all time which they may be employed at this class of work.

(f) Boiler Cleaning (which shall include scraping, cleaning and painting cylinders): For all time which they may be employed at this class of work, employees shall be entitled to be paid at the rate of 30 cents per hour in addition to the rates prescribed herein for their ordinary classification.

(g) An employee who holds a current Occupational First Aid Certificate as defined by the St John Ambulance Association or its equivalent and is nominated by the employer to perform duties within the scope of the certificate in addition to normal duties from time to time shall be paid an allowance of $10.25 per week in addition to the rates prescribed in subclause (1) herein; with effect on and from 1 August 1991.

2009 WAIRC 00750

Brick Manufacturing Award 1979

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

11. - WAGES

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

(1)

(a) CLASSIFICATION:	Base Rate$	Supplementary Payment $	Total Rate $
ADULT EMPLOYEES:			
Tunnel Kiln Operator	360.30	248.60	608.90
Machine Operator: Brick, Setting, Packing or Strapping	353.00	255.90	608.90
Kiln Car Decker in Charge	353.00	255.90	608.90
Refractory Moulder, Brick Cutter, Setter, Drawer, Off Bearer, Grinding Machine Operator, Brick Maker and Handler, Crucible Machine Operator	347.10	247.90	595.00
Burner	343.20	251.70	594.90
Powder Monkey	340.20	254.70	594.90
Hand Press Operator, Presser Fancy Bricks, Clay Hole Motor Loco Driver, Truck Loader, Loader Out to Trucks, Man Winding, Sorter, Packer, Strapper	339.10	247.30	586.40
Operator: Mixer, Weighbatcher Press, Sand Winning, Overhead Crane - After 2 months' service	350.60	244.30	594.90
Steam Curing Operator	335.40	259.50	594.90
Fork Lift Drivers	357.30	244.30	601.60
Front End Loaders:			
(i) 35 b.h.p.	336.60	249.60	586.20
(ii) 35 b.h.p. - 130 b.h.p.	347.10	247.80	594.90
(iii) Over 130 b.h.p.	349.80	251.70	601.50
All Others and Trainees during first two months' of service	324.10	245.60	569.70

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

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

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

(2) JUNIOR EMPLOYEES:

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

(3) LEADING HANDS:

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

(4) SPECIAL RATES

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

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

2009 WAIRC 00751

Brushmakers' Award No. 30 of 1959

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

8. - WAGES

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

		Base Rate	Arbitrated Safety Net Adjustments Rate	Minimum Rate
(a)	Woodworking machinists whose work includes both making cutters and setting machines	357.10	244.30	601.40
(b)	Automatic boring and filling machinist Filling machinists (hand filing) Twisted-in wire lathe operator (gauge of wire 10g. or more and soft coppered oval wire) Bench Drawing Feather Duster Maker Paint Brush Maker Person employed on lacquering and ducoing Hair Pan Hands Bass Pan Hands Bottle Brush Makers Finishers Millet Broom Makers Millet Broom Sewers Wood-working Machinists Ducoers and Lacquerers Sorters	345.40	244.30	589.70
(c)	Semi-automatic Boring and Filling Machinist Boring Machinist (on) filling machines) Broom and Brush Press Operator Mop Press Operator Mixing Machine Operator Branding Machinist	341.50	244.30	585.80
(d)	Trimming Machinist and all Others	332.00	244.30	576.30

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

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

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

(3) (deleted)

(4) (deleted)

(5) Junior Workers: Percentage of the adult rate for the class of work on which they are engaged.

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

2009 WAIRC 00752

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

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

44. - RATES OF PAY AND CLASSIFICATION DEFINITIONS

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

(a) Engineering Employees -

(i) Engineering Employees Grade 1 (EEG1)

Not defined in Kambalda.

(ii) Engineering Employees Grade 2 (EEG2)

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

(iii) Engineering Employees Grade 3 (EEG3)

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

(iv) Engineering Employees Grade 4 (EEG4)

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

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

(v) Engineering Employees Grade 5 (EEG5)

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

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

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

(vi) Engineering Employees Grade 6 (EEG6)

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

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
EEG1	N/A		
EEG2	324.80	244.30	569.10
EEG3	372.40	244.30	616.70
EEG4	389.40	244.30	633.70
EEG5	404.10	244.30	648.40
EEG6	426.90	246.30	673.20

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

(b) Electrical Employees:-

(i) Electrical Employee Grade 1 (EEG1)

Not defined in Kambalda.

(ii) Electrical Employee Grade 2 (EEG2)

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

(iii) Electrical Employee Grade 3 (EEG3)

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

(iv) Electrical Employee Grade 4 (EEG4)

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

(v) Electrical Employee Grade 5 (EEG5)

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

(vi) Electrical Employee Grade 6 (EEG6)

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

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
EEG1	N/A		
EEG2	341.90	244.30	586.20
EEG3	372.40	244.30	616.70
EEG4	389.40	244.30	633.70
EEG5	404.80	244.30	649.10
EEG6	426.90	246.30	673.20

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

(c) Building Employees -

(i) Building Employee Grade 1 (BEG1)

Not applicable at Kambalda Nickel Operations.

(ii) Building Employee Grade 2 (BEG2)

Not applicable at Kambalda Nickel Operations.

(iii) Building Employee Grade 3 (BEG3)

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

(iv) Building Employee Grade 4 (BEG4)

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

(v) Building Employee Grade 5 (BEG5)

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

(vi) Building Employee Grade 6 (BEG6)

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

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
BEG1	N/A		
BEG2	N/A		
BEG3	363.20	244.30	607.50
BEG4	376.70	244.30	621.00
BEG5	389.60	244.30	633.90
BEG6	413.80	244.30	658.10

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

(2) Classification and Wage Rates - Windarra Nickel Project

(a) Engineering Employees -

(i) Engineering Employees Grade 1 (EEG1)

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

(ii) Engineering Employees Grade 2 (EEG2)

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

(iii) Engineering Employees Grade 3 (EEG3)

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

(iv) Engineering Employees Grade 4 (EEG4)

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

(v) Engineering Employees Grade 5 (EEG5)

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

(vi) Engineering Employee Grade 6 (EEG6)

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

Award Wages	Rate $	Arbitrated Safety Net Adjustment $	Total Rate $
EEG1	302.00	244.30	546.30
EEG2	327.60	244.30	571.90
EEG3	363.20	244.30	607.50
EEG4	377.10	244.30	621.40
EEG5	384.20	244.30	628.50
EEG6	390.40	244.30	634.70

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

(b) Electrical Employee -

(i) Electrical Employee Grade 1 (EEG1)

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

(ii) Electrical Employee Grade 2 (EEG2)

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

(iii) Electrical Employee Grade 3 (EEG3)

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

(iv) Electrical Employee Grade 4 (EEG4)

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

(v) Electrical Employee Grade 5 (EEG5)

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

(vi) Electrical Employee Grade 6 (EEG6)

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

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
EEG1	302.00	244.30	546.30
EEG2	327.60	244.30	571.90
EEG3	363.20	244.30	607.50
EEG4	391.70	244.30	636.00
EEG5	404.80	244.30	649.10
EEG6	411.00	244.30	655.30

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

(c) Building Employees -

(i) Building Employee Grade 1 (BEG1)

Not applicable at Windarra Nickel Project.

(ii) Building Employee Grade 2 (BEG2)

Not applicable at Windarra Nickel Project.

(iii) Building Employee Grade 3 (BEG3)

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

(iv) Building Employee Grade 4 (BEG4)

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

Award Wages	Rate $	Arbitrated Safety Net Adjustments $	Total Rate $
BEG3	363.20	244.30	607.50
BEG4	376.70	244.30	621.00

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

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

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

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

(4) Apprentices:

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

	%
Four year term -	
First year	42
Second year	55
Third year	75
Fourth year	88
Three and a half year term -	
First Six Months	42
Next year	55
Following year	75
Final year	88
Third year term -	
First year	55
Second year	75
Third year	88

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

(5) Tool Allowance

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

	$
Bricklayers	1.68
Carpenter and Joiners	3.13
Plumbers	2.33
Painters	0.71

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

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

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

(b) Metal Trades Employees:

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

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

(6) Leading Hands

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

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

(7) Disabilities Allowance:

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

(8) Industry Allowance:

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

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

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

(9) Casual Employees:

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

(10) Notwithstanding the provisions of this award, no employee (including an apprentice), 21 years of age or over, shall be paid less than $332.00 per week as the ordinary rate of pay in respect of the ordinary hours of work prescribed by this award, but that minimum rate of pay will not apply where the ordinary rate of pay is more than $332.00 per week.

Where the said minimum rate of pay is applicable the same rate shall be payable on holidays, during annual leave, sick leave, long service leave and any other leave prescribed by this award.

Notwithstanding the foregoing, where in this award an additional rate is prescribed for any work, it shall be calculated upon the rate prescribed by this award for the classification in which the employee is employed.

2009 WAIRC 00753

Building Materials Manufacture (CSR Limited - Welshpool Works) Award, 1982

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

9. - WAGES

(1) (a) Employees (Total wage per Week)

Wage Group	Total
1	658.10
2	649.10
3	640.20
4	635.50
5	628.90
6	626.30
7	619.50
8	615.60

(b) Provided that an employee qualified Senior Hand Gyprock or Warehouse appointed as Shift Boss shall be paid an all purpose allowance of $135.50 per week.

(c) Provided further that a Shift Boss may appoint on a day to day basis and subject to work requirements, a Deputy Shift Boss who shall be paid a flat allowance of $8.20 per shift.

(2) For the purposes of subclause (1) of this clause, each group shall be comprised of the following classifications:

Wage Group	Bradford Insulation Factory	Gyprock Factory
1	Senior Line Operator	Senior Hand, Warehouse; or Senior Hand, Gyprock
2		Senior Hand (Cornice Plant)
3	Pot Operator	Plaster Mill Operator
4		Forming Area Operator
5	Shift Tester Relief Pot Operator (controls input materials) Senior Conveyor Attendant	
6		Cornice Plant Operator Joint Cements/Special Plaster Mixer
7		Forklift Driver Grader (Forklift Duties) Unloader and Grader (Testing Duties)
8	Conveyor Attendant Product Handler Process Worker	Product Handler Process Worker Bagger

(3) Junior Employees:

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

	%
Under 18 years of age	80
18 years of age and over	100

(4) Casual Employment:

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour 1/38th of the weekly rate prescribed by this award for the work performed, plus 20 per cent.

(5) First Aid Allowance:

An employee qualified to act as a first aid attendant and appointed to act as a first aid attendant in association with other work under this award shall be paid an allowance of $16.10 per week.

(6) Extra Rates:

(a) Employees who are required to clean the forming machine drain and pit shall be paid a flat allowance of $3.90 for each day when this work needs to be performed.

(b) In addition to the rates set out in subclauses (1) and (2) of this clause any Products Handler who is appointed a leading hand shall receive a weekly allowance as follows:

not more than 10 employees	$30.50
more than 10 employees	$45.60

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

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

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

(8) Deleted

(9) Deleted

2009 WAIRC 00754

Building Trades (Construction) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

8. - RATES OF PAY

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

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

			Base Rate$	Supple-mentary Payment$	Arbitrated Safety Net Adjustment$	Weekly Rate$
(a)	(i)	Bricklayers, stoneworkers, stonemasons, carpenters, joiners, painters, signwriters, glaziers, and plasterers roof tile fixers	365.20	52.10	246.30	663.60
	(ii)	Plumber and/or gasfitter	368.00	52.10	246.30	666.40
	(iii)	Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act:Base Rate	368.00			
		Reg. Allowance $ 17.30	385.30	52.10	246.30	683.70
	(iv)	Marker/Setter Out	378.60	52.10	246.30	677.00
	(v)	Special Class Tradesman	385.00	52.10	246.30	683.40
(b)	(i)	Group 1				
		Rigger	362.30	52.10	244.30	658.70
		Drainer	362.30	52.10	244.30	658.70
		Dogman	362.30	52.10	244.30	658.70
	(ii)	Group 2				
		Scaffolder	346.70	52.10	244.30	643.10
		Powder Monkey	346.70	52.10	244.30	643.10
		Hoist or Winch Driver	346.70	52.10	244.30	643.10
		Concrete Finisher	346.70	52.10	244.30	643.10
		Steel Fixer including Tack Welder	346.70	52.10	244.30	643.10
		Concrete Pump Operator	346.70	52.10	244.30	643.10
	(iii)	Group 3				
		Bricklayer's Labourer	335.10	52.10	244.30	631.50
		Plasterer's Labourer	335.10	52.10	244.30	631.50
		Assistant Powder Monkey	335.10	52.10	244.30	631.50
		Assistant Rigger	335.10	52.10	244.30	631.50
		Demolition Worker (after three months' experience)	335.10	52.10	244.30	631.50
		Gear Hand	335.10	52.10	244.30	631.50
		Cement Gun Operator	335.10	52.10	244.30	631.50
		Concrete Cutting or Drilling Machine Operator	335.10	52.10	244.30	631.50
		Pile Driver	335.10	52.10	244.30	631.50
		Tackle Hand	335.10	52.10	244.30	631.50
		Jackhammer Hand	335.10	52.10	244.30	631.50
		Mixer Driver (Concrete)	335.10	52.10	244.30	631.50
		Steel Erector	335.10	52.10	244.30	631.50
		Aluminium Alloy Structural Erector	335.10	52.10	244.30	631.50
		Gantry Hand or Crane Hand	335.10	52.10	244.30	631.50
		Concrete Gang Including Concrete Floater	335.10	52.10	244.30	631.50
		Steel or Bar Bender to Pattern or Plan	335.10	52.10	244.30	631.50
		Concrete Formwork Stripper	335.10	52.10	244.30	631.50
		Concrete Pump Hose Hand	335.10	52.10	244.30	631.50
		Trades Labourer	335.10	52.10	244.30	631.50
		Brick Paver Labourer	335.10	52.10	244.30	631.50
		Brick Cleaner/Labourer	335.10	52.10	244.30	631.50

		Base Rate$	Supplementary Payment$	Arbitrated Safety Net Adjustment$	Weekly Rate$
(iv)	Group 4 Builders' Labourers Employed on Work Other Than Specified in Classifications (i) to (iii)	306.60	52.10	244.30	603.00

(c) Supplementary Payments

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

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

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

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

(3) Industry Allowance

The industry allowance at the rate of $23.40 per week to be paid to each employee is to compensate for the following disabilities associated with construction work:-

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

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

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

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

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

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

(4) Hourly Rate Calculation - Follow the Job Loading

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

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

(5) Special Allowance

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

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

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

(6) Tool Allowance

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

	Per Week $
Carpenters, Joiners, Plumbers, Stonemasons, Stoneworkers	25.10
Plasterers, Fixers	20.70
Bricklayers	17.70
Roof Tile Fixers	13.00
Signwriters, Painters, Glaziers	6.10

(7) Location Allowance

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

(8) Underground Allowance

(a) (i) Subject to paragraph (b) hereof, an employee required to work underground shall be paid an allowance of $11.40 per week in addition to the allowance prescribed in subclause (3) of this clause and any other amount prescribed for such employee elsewhere in this award.

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

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

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

(9) Plumbing Trade Allowance

Plumbers shall be paid an allowance at the rate of $18.60 per week to compensate for the following classes of work and in lieu of the relevant amounts in Clause 9. - Special Rates and Provisions whether or not such work is performed in any one week. When working outside the categories listed hereunder, a plumber shall receive the appropriate rates provided for in the said Clause 9. - Special Rates and Provisions.

(a) General Plumber

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

(ii) Work in wet places;

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

(iv) Dirty or offensive work;

(v) Work in any confined space;

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

(b) Mechanical Services Plumber

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

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

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

(iv) Dirty or offensive work;

(v) Work in any confined space;

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

(c) Roof Plumber

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

(ii) Use of explosive powered tools;

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

(iv) Dirty or offensive work;

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

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

(10) Leading Hands

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

		Weekly Base Only$	Rate Per Hour$
(i)	In charge of not more than one person	19.60	0.53
(ii)	In charge of two and not more than five persons	32.90	0.89
(iii)	In charge of six and not more than ten persons	42.00	1.14
(iv)	In charge of more than ten persons	56.00	1.52

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

(11) Licensed Plumbers Accepting Responsibility

Any licensed plumber called upon by his/her employer to use the licence issued to him/her by the Metropolitan Water Supply, Sewerage and Drainage Board for a period in any week - $36.40 for that week.

(12) Plumber Acting on Welding Certificate

A plumber who is requested by his/her employer to hold the relevant qualifications and has obtained a certificate of competency pursuant to procedures as set out by the Standards Association of Australia or other relevant recognised codes, or, who may have to carry out work which is subject to other special tests but not a normal trade test, and is required by his/her employer to act on such qualifications, shall be paid an additional 48 cents per hour for oxyacetylene welding and 48 cents per hour for electric welding for every hour of his/her employment whether or not he/she has in any hour performed work relevant to those qualifications held.

(13) Lead Work

A plumber engaged in leadburning or lead work in connection therewith shall be paid an additional $1.64 per hour.

(14) Ship's Plumbing

A plumber engaged on plumbing work in connection with ships shall be paid an additional $1.15 cents per hour.

(15) Casual Hands

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

(16) Site Allowances

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

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

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

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

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

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

2009 WAIRC 00755

Building Trades (Goldmining Industry) Award

9. - WAGES

(1)

Rate per 38 hour week	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Rate
(a) Bricklayer	365.20	52.10	246.30	663.60
(b) Carpenter and Joiner	365.20	52.10	246.30	663.60
(c) Painter	365.20	52.10	246.30	663.60
(d) Plumber	365.20	52.10	246.30	663.60

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) Tool Allowance (per week)

(a)	Carpenter	22.10
(b)	Painter	5.40

The tool allowance for carpenter and joiner includes an amount of five cents for the purpose of enabling the employees to insure their tools against loss or damage by theft or fire.

(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 lost 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.

9A. - MINIMUM WAGE - ADULT MALES AND FEMALES

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00756

Building Trades (Government) Award 1968

4.1 – MINIMUM ADULT AWARD WAGE

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

4.1.2 The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

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 to the minimum adult award wage.

4.1.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

4.1.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

4.1.8.1 Apply to all work in ordinary hours.

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

4.1.9 Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

4.1.10 Adult Apprentices

4.1.10.1 Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

4.1.10.3 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.

4.1.10.4 Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

4.2 – WAGES

4.2.1 The minimum weekly rate of wage payable to employees covered by this award shall be as per the provisions comprising:

(a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or

(b) Part B – Expired Industrial Agreement Wages;

whichever is the greater.

4.2.2 The wage rates to apply for the purpose of the no-disadvantage test under the Industrial Relations Act 1979 shall be as per the provisions comprising:

(a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or

(b) Part B – Expired Industrial Agreement Wages;

whichever is the greater.

4.2.3 Part A: Wages Adjusted by Arbitrated Safety Net Adjustments

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

PART A: WAGES ADJUSTED BY ARBITRATED SAFETY NET ADJUSTMENTS

	On Engage-ment	Arbitrated Safety Net Adjustment	Total Rate	After l year of service (Per Week)	Arbitrated Safety Net Adjust-ment	Total Rate	After 2 years of service	Arbitrated Safety Net Adjust-ment	Total Rate
	$	$	$	$	$	$	$	$	$
(1) (a) Tradespersons: Bricklayers Stoneworkers, Carpenters, Joiners, Painters, Signwriters, Glaziers, Plasterers and Stone-masons as defined in Clause 6 of this Award	429.60	246.30	675.90	434.50	236.30	663.80	595.00	246.30	685.30
(b) Special Class Tradesperson (as defined)	447.80	246.30	694.10	452.95	246.30	699.25	457.65	246.30	703.95
(c) Plumbers holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	444.85	246.30	691.15	449.80	246.30	696.10	454.30	246.30	700.60

	On Engage-ment	Arbitrated Safety Net Adjustment	Total Rate	After l year of service (Per Week)	Arbitrated Safety Net Adjust-ment	Total Rate	After 2 years of service	Arbitrated Safety Net Adjust-ment	Total Rate
	$	$	$	$	$	$	$	$	$
(d) Builders Labourers:									
(i) Rigger, Drainer, Dogman	407.25	246.30	651.55	414.10	244.30	658.40	418.80	244.30	663.10
(ii) Scaffolder, Powder Monkey, Hoist or Winch Driver, Concrete Finisher, Steelfixer, including Tack Welder, Concrete Pump Operator	395.25	246.30	639.55	398.40	244.30	642.70	403.05	244.30	647.35
(iii) Bricklayer's Labourer, Plasterer's Labourer, Assistant Rigger, Demolition Workers (after 3 months' experience), Gear Hand, Pile Driver, Tackle Hand, Jackhammer Hand, Mixer Driver (concrete), Steel Erector, Aluminium Alloy Structural Erector, Gantry Hand or Crane Hand, Crane Chaser, Concrete Gang including Concrete Floater, Steel or Bar Bender to Pattern or Plan, Concrete Formwork Stripper, Concrete Pump, Hose hand	386.85	244.30	631.15	391.15	244.30	635.45	396.25	244.30	640.55
(iv) Builder's Labourer employed on work other than specified in classifications (i)-(iii)	356.80	244.30	601.10	357.80	244.30	602.10	362.05	244.30	606.35

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

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

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

	Tool Allowance	(Per Week)
	(a) Bricklayers and Stoneworkers	15.60
	(b) Plasterers	18.20
	(c) Carpenters and Joiners	22.10
	(d) Plumbers	22.10
	(e) Painters and Sign-writers	5.40

	Tool Allowance—*continued*	(Per Week)
	(f) Glaziers	5.40
	(g) Stonemasons: The employer shall supply all necessary tools for the use of stonemasons, except when engaged on building construction, when the worker, if required to supply his/her own tools, shall receive a tool allowance at the rate of $1.70 per week.	

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

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

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

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

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

4.2.8 Disabilities Allowance (Per Week): $20.91

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

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

4.2.9 Casual Employees

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

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

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

(a) General Plumber:

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

(ii) work in wet places;

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

(iv) dirty or offensive work;

(v) work in any confined space;

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

(vii) work in and around abattoirs.

(b) Mechanical Services Plumber:

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

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

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

(iv) dirty or offensive work;

(v) work in any confined space;

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

(vii) work in and around abattoirs.

(c) Roof Plumber:

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

(ii) use of explosive powered tools;

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

(iv) dirty or offensive work;

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

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

(vii) work in and around abattoirs.

PART B – EXPIRED INDUSTRIAL AGREEMENT RATES

Level	**1 January 2003**
	C
New Entrant	$454.30
1	$476.70
2	$506.70
3	$534.60
4	$576.70
5	$604.60
6	$632.40
7	$660.10
8	$687.90
9	$715.70

Classification Rate

		3% Increase 1 January 2003 C
(1) (a) Tradesperson; Bricklayers, Stoneworkers, Carpenters, Joiners, Painters, Signwriters, Glaziers, Plasterers and Stone-masons as defined in Clause 6 of the Award	On Engagement	$576.70
	After 1 year of service (per week)	$583.10
	After 2 years of service	$589.00
(b) Special Class Tradesperson (as defined)	On Engagement	$600.30
	After 1 year of Service (per week)	$607.00
	After 2 years of service	$613.10
(c) Plumbers holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	On Engagement	$596.50
	After 1 year of service (per week)	$602.90
	After 2 years of service	$608.70
(d) Builders Labourers		
(i) Rigger, Drainer, Dogman	On Engagement	$547.90
	After 1 year of service (per week)	$556.60
	After 2 years of service	$562.80
(ii) Scaffolder, Powder Monkey, Hoist or Winch Driver, Concrete Finisher, Steelfixer, including Tack Welder, Concrete Pump Operator	On Engagement	$532.30
	After 1 year of service (per week)	$536.40
	After 2 years of service	$542.30

		3% Increase 1 January 2003 C
(iii) Bricklayer's Labourers, Plaster's Labourer, Assistant Rigger, Demolition Workers (after 3 month's experience), Gear Hand, Pile Driver, Tackle Hand, Jackhammer Hand, Mixer Driver (concrete), Steel Erector, Aluminium Alloy Structural Erector, Gantry Hand or Crane Hand, Crane Chaser, Concrete gang including Concrete Floater, Steel or Bar Bender to Pattern or Plan, Concrete Formwork Stripper, Concrete Pump, Hose hand	On Engagement	$521.40
	After 1 year of service (per week)	$526.90
	After 2 years of service	$533.50
(iv) Builders Labourer employed on work other than specified in classifications (i)-(ii)	On Engagement	$482.50
	After 1 year of service (per week)	$483.80
	After 2 years of service	$489.30

SCHEDULE C - AWARD RESTRUCTURING

1. Application

(a) Save as provided for in this subclause this Appendix shall apply to all respondents to this award and their employees employed in classification levels set out in clause (7) in classification level 4 and above.

(b) In addition this appendix shall apply to those employees employed in classification levels below classification level 4 at Royal Perth Hospital and Princess Margaret Hospital.

(c) Where the provisions of this Appendix conflict with provisions elsewhere in the Award, the provisions of the Appendix shall apply to the extent of the inconsistency.

(d) The parties are at liberty to apply to extend the application of this Appendix as it relates to the employment of employees in classification levels below level 4 by named respondents to the award.

(e) The terms and conditions of this Appendix do not apply to the Minister for Works.

2. Operative Date

Appendix D as amended with respect to the wage relativity structure below level 4 shall come into effect from the first pay period on or after 1 July 1995.

3. Objective

(a) The parties to this award are committed to the outcomes envisaged by the Australian Industrial Relations Commission and the Western Australian Industrial Relations Commission through the operation of successive structural efficiency principles.

(b) The objective of the new classification structure is to assist in carrying out fundamental reform in relation to the way employees are engaged, receive training and are encouraged to form a commitment which has the opportunity to provide them with a career path.

(c) The parties acknowledge that the purpose of such initiatives is to increase productivity and efficiency so that it can continue to make a substantial contribution to the prosperity of Western Australia and provide workers with more varied, fulfilling and better paid jobs.

(d) For the new classification structure to be effective major initiatives are required in the way employees gain skills. The parties are committed to maintaining the integrity of competency based training, the award classification definitions and nationally approved competency standards. In so doing the parties to this award reaffirm their commitment to maintaining the integrity of structured trade training.

4. Guidelines for Implementation

(a) The appendix shall operate and be available for introduction in Western Australia for all streams defined.

(b) The parties shall implement this appendix through consultative mechanisms appropriate to the size, structure and needs of the enterprise. Where possible, and by consent, the parties shall establish consultative committees comprising equal numbers of employee and employer representatives. Matters raised for consideration of the consultative mechanism shall be related to implementation of the new classification structure, the facilitative provisions contained in this award and matters concerning training.

(c) No employee's ordinary award rate of pay shall be reduced as a result of the translation and reclassification provided for in this appendix.

5. Translation and Transitional Assessment

(a) Translation

(i) Employees will transfer to the new classification structure in accordance with the following:

(aa) All employees covered by this award who come under classifications covered by paragraph (1)(a) of Clause 9. - Wages shall move across to level 4 of the new classification structure, prior to undertaking an initial reclassification process.

(bb) Those employees covered under paragraphs (1)(b) and (1)(c) of Clause 9. - Wages shall move across to level 5 of the new classification structure, prior to undertaking an initial reclassification process.

(cc) Employees currently employed under subparagraphs (1)(d)(i), (ii) and (iii) of Clause 9. - Wages shall move across to Level 3 of the new classification structure.

(dd) Employees currently employed under subparagraphs (1)(d)(iv), (v), (vi), (vii), (viii) and (ix) of Clause 9. - Wages shall move across to Level 2 of the new classification structure.

(ee) Employees currently employed under subparagraph (1)(d)(x) of Clause 9. - Wages shall move across to Level 1 of the new classification structure.

(ff) Employees currently employed under subparagraph (1)(d)(xi) of Clause 9. - Wages shall move across to New Entrant Level of the new classification structure.

(ii) Existing allowances related to work performed and/or responsibilities are to be reviewed as part of the classification/reclassification process. Where the work performed and/or responsibilities are contemplated in the definition for the classification/reclassification as determined in a particular case such allowances are to be abolished or phased out as appropriate.

(b) Initial Reclassification

(i) Initial translation to the new structure for all employees covered under this award shall have a common operative date effective from the 17th day of November 1993.

(ii) The process of initial reclassification will be agreed to by the employer and the relevant unions, with the documentation being based on the nationally determined building industry definitions and skill levels, as endorsed by the National Training Board.

(iii) A consultative committee will be established at workplaces, as agreed between the employer and the unions, in order to process applications for initial reclassification and for on-going reclassification. An agreed initial appeal mechanism as provided for in subclause (6) Classification Disputes hereof will be available for initial reclassification. When reclassifying, all relevant on and off the job prior learning and skills development will be taken into consideration.

(c) Reclassification

In the event of a claim for reclassification to a higher level under the new structure on the ground that such employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles shall apply:

(i) The parties confirm that an agreed disputes avoidance procedure shall be followed.

(ii) (aa) Agreed competency standards shall be established by the parties in conjunction with the relevant National and State Training Authorities for all levels in the new classification structure before any claims for reclassification are processed.

(bb) However, if at individual enterprises the relevant union or unions and the employer agree, a set of interim reclassification guidelines may be adopted. In the event of such guidelines being adopted, they will be used for reclassification purposes only and shall be superseded by national competency standards when they are available.

(cc) An agreed accreditation authority may test the validity of an employee's claim for reclassification.

(dd) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

6. Engagement and Reclassification

(a) Workers from level 2 to level 9 inclusive shall be employed in either the Structural, Fitout and Finish or Services streams.

(i) The purpose of streams is not to create demarcations but to facilitate appropriate combinations of training.

(ii) Employees shall work across streams provided that the appropriate training, where required, has been provided.

(b) The employer shall tell each employee upon engagement the field of work for which he/she has been engaged. Subsequent to engagement an employer and an employee may agree that the employee shall be engaged in another field of work. Where there is a dispute over the proper classification of an employee, the dispute shall be referred to the relevant consultative committee.

7. Classification Disputes

(a) It is recognised that from time to time disputes may arise as to the proper classification of an employee. In the event that a dispute as to the proper classification or reclassification of an employee does arise the dispute settlement procedure as agreed by the relevant Peak Committee will be implemented.

(b) In determining the appropriate classification of an employee, full regard will be paid to:

(i) The nature and skill requirements of the position to be filled.

(ii) The skill level and certification of the employee.

(iii) The experience and qualifications of the employee in:

(aa) relevant indicative tasks nominated in this appendix; and/or

(bb) fields of work against which an employee is accredited.

8. Rates of Pay

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

(a) Wage Rates

Level	**Percentage Relativity to Level 4**	**Rates $**	**Safety Net Adjustment $**	**Total Weekly Rate $**
New Entrant	78	335.10	244.30	579.40
1	82	352.30	244.30	596.60
2	87	375.50	244.30	619.80
3	92	397.00	244.30	641.30
4	100	429.60	246.30	675.90
5	105	451.10	246.30	697.40
6	110	472.60	244.30	716.90
7	115	494.00	244.30	738.30
8	120	515.50	244.30	759.80
9	125	537.00	246.30	783.30

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

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

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

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

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

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

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

9. Training

The parties to this award recognise that in order to increase productivity and efficiency a greater commitment to training and skill development is required.

(a) The parties to this award recognise that in order to increase the efficiency and productivity of the public sector and to ensure mobility within the industry generally, a greater commitment to training and skill development is required. Accordingly, the parties commit themselves to:

(i) Developing a more highly skilled and flexible workforce.

(ii) Providing employees with career opportunities through appropriate training to acquire additional skills.

(iii) Removing barriers to the utilisation of skills acquired.

(b) Following proper consultation in accordance with subclause (3) hereof or through the establishment of a training committee, the employer shall develop a training programme consistent with:

(i) The current and future skill needs of the enterprise.

(ii) The size, structure and nature of the operations of the enterprise.

(iii) The need to develop vocational skills relevant to the enterprise and the building and construction industry through courses conducted by accredited educational institutions and providers.

(c) Where it is agreed that a training committee be established, such training committee shall be constituted by equal numbers of employer and employee representatives and have a charter which clearly states its role and responsibilities. For example:

(i) Formulation of a training programme and availability of training courses and career opportunities to employees.

(ii) Dissemination of information on the training programme and availability of training courses and career opportunities to employees.

(iii) Recommendation of individual employees for training and reclassification.

(iv) Monitoring and advising management and employees regarding the ongoing effectiveness of the training.

(d) (i) Where as a result of consultation in accordance with subclause (3) hereof or through a training committee and with the employee concerned, it is agreed that additional training in accordance with the programme developed pursuant to paragraph (b) hereof should be undertaken by an employee, such training may be either on or off the job. Provided that if the training is undertaken during ordinary working hours, the employee concerned shall not suffer any loss of pay. The employer shall not unreasonably withhold such paid training leave.

(ii) Any costs associated with enrolment and the purchase of prescribed text books, excluding those which are available in the employer's technical library, incurred in connection with the undertaking of training shall be reimbursed by the employer upon production of evidence of such expenditure. Provided that reimbursement shall be on an annual basis, subject to the presentation of reports of satisfactory progress.

(iii) Travel costs incurred by an employee undertaking training in accordance with this subclause, which exceed those normally incurred in travelling to and from work, shall be reimbursed by the employer.

(e) All issues of paid training leave, including quantum and training consultative committees, shall be reviewed between the parties after twelve months' operation. The unions reserve the right to press for the mandatory prescription of a minimum number of training hours per annum, without loss of pay, for an employee undertaking training to meet the needs of an individual enterprise and the building industry.

10. Classification Structure

(a) General

(i) Existing employees who are to be transferred into the new classification structure shall do so in accordance with the terms of subclause (4) hereof.

(ii) Each classification level builds upon the previous level so that the value of an employee to the industry and his/her employer increases as the employee progresses through the structure. Skills are built up in a sequential manner through job learned skills and structured training and the new industry training framework endorsed by the NBCITC reflects this.

(b) Building and Maintenance Worker - New Entrant Level

(i) B.M.W. - New entrant is an employee who has not undertaken any industry accredited training but who may be undertaking the industry induction course approved by the NBCITC covering the following matters:

(aa) Background to the industry.

(bb) General work orientation.

(cc) Employer/Employee responsibilities.

(dd) Workplace health and safety.

(ee) Effective communications.

(ff) Introduction to tools and equipment.

(gg) Manual handling.

(hh) Basic levelling.

(ii) Introduction to plan reading.

(jj) Site organisation.

(ii) An employee at this level performs proceduralised tasks under direct supervision in a safe manner and in co-operation with other employees to the level of his/her training.

(iii) Subject to the employee having the appropriate training, the following are indicative tasks which the employee at this level may perform:

(aa) Waste management.

(bb) Performing basic construction duties.

(cc) Exercising some judgement.

(dd) On a daily basis, learning skills at the workface under appropriate supervision.

(ee) Manually transporting materials.

(ff) Directly assisting more experienced employees.

(c) Building and Maintenance Worker - Level 1

B.M.W. Level 1 is an employee who has successfully completed an accredited induction course of one module and has three months' continuous service in the industry. An employee who has met this requirement will qualify for a Construction Industry Skills Certificate Level 1.

An employee at this level is engaged to exercise the depth and scope of skills, to the level of his/her training indicated below:

(i) Workers under routine supervision either autonomously or in a team environment.

(ii) Has an established work orientation.

(iii) Is responsible for the quality of his/her own work subject to supervision.

(iv) Works in a safe manner being aware of the effects his/her work may have on others regarding occupational health and safety.

(v) Solves rudimentary problems within his/her area of work.

(vi) Assists more experienced workers in a number of functions.

(vii) Has a basic understanding of the construction process.

(viii) Interacts harmoniously with employees of other companies on site.

(ix) Anticipates and adapts to a constantly changing work environment.

Subject to the employee having the appropriate training, the following are indicative of the tasks which the employee at this level may perform:

(aa) General construction work including jackhammering.

(bb) Concrete cutting, pouring concrete, carrying materials.

(cc) Operating a dump cart.

(dd) Assisting a trades person.

(ee) Stripping concrete form work.

(ff) Using small power tools.

(d) Construction Building and Maintenance Worker Level 2

An employee at this level will be engaged in one of the three streams as defined:

- structures
- fitout and finish
- services.

An employee to be classified at this level will have fulfilled one of the criteria outlined in level 1 as well as having successfully completed either of the following which leads to the employee obtaining a Construction Industry Skills Certificate Level 2.

Will have successfully completed a structured training programme in an accredited advanced stream skills course (consisting of six modules) which will include stream specialisation established in accordance with standards set by the NBCITC;

or

Will have gained equivalent skills and successfully completed a competency test approved by the NBCITC covering the same material included in the course referred to above and have a minimum of fifteen months' service in the industry.

An employee at this level is engaged to exercise the depth and scope of skills indicated below:

(i) Is responsible for the quality of his/her own work.

(ii) Is a competent operative who works individually or as part of a team.

(iii) Understands and applies occupational health and safety requirements so as not to injure themselves or create hazards for other workers.

(iv) Exercises discretion within his/her level of skill and training.

(v) Works from detailed instructions and procedures in written, spoken or diagrammatic form.

(vi) Applies a range of general construction skills.

(vii) Has a general understanding of the construction process in his/her stream.

(viii) Can use equipment and machinery to his/her level of training.

(ix) Operates under general supervision.

(x) Able to identify basic faults in materials and equipment.

(xi) Is able to interact harmoniously with employees of other companies on site.

(xii) Is able to anticipate and adapt to a constantly changing work environment.

Subject to the employee having the appropriate training where required, the following are indicative tasks which the employee at this level may perform:

(aa) Scaffolding.

(bb) Steelfixing.

(cc) Concrete placing.

(dd) Hoist Driving.

(ee) Concrete batch planting operating.

(ff) Spotting for earth machines.

(gg) Storeperson duties.

(hh) Additional duties which the employee will be skilled to carry out as a result of undergoing broadly based structured training or acquiring on-the-job skills.

(e) Building and Maintenance Worker - Level 3

An employee at this level will be engaged in one of the three streams as defined:

- structures
- fitout and finish
- services.

An employee to be classified at this level will have fulfilled one of the criteria outlined in level 1 and one of the criteria outlined in level 2 as well as having successfully completed either of the following which leads to the employee obtaining a Construction Industry Skills Certificate Level 3.

Will have undertaken a structured training programme in an accredited advanced stream skills course (consisting of eight modules) which will include areas of specialisation which are established in accordance with standards set by the NBCITC;

Or

Will have gained equivalent skills and successfully completed a competency test approved by the NBCITC covering the same material included in the course referred to above and have a completed 27 months' experience in the industry.

An employee at this level is engaged to exercise the depth and scope of skills to the level of his/her training indicated below:

(i) Works from complex instructions and procedures.

(ii) Applies quality control techniques to his/her own work.

(iii) Assists with the provision of on-the-job training to a limited degree.

(iv) Has a detailed knowledge of the construction process in his/her stream and a basic level of understanding of processes in other streams.

(v) Measures accurately for his/her areas of operation.

(vi) Utilises appropriate work techniques and operates machinery and equipment required at this level.

(vii) Has the capacity for self directed application and can plan a range of consecutive functions.

(viii) Exercises significant discretion in his/her work area.

(ix) Assists to co-ordinate work in a team environment or works individually under routine supervision.

(x) Implements basic fault finding skills and is able to solve problems at his/her level of operation.

(xi) Can operate in a range of intermediate specialist skills and/or work across a broader range of functions in an entire steam or streams.

(xii) Interacts harmoniously with employees of other companies on site.

(xiii) Anticipates and plans for constant changes to the work environment.

Subject to the employee having the appropriate training where required, the following are indicative tasks which the employee at this level may perform:

(aa) Bitumen spraying.

(bb) Concrete finishing by use of powered equipment.

(cc) Operating trench digging equipment.

(dd) Operating air compressors.

(ee) Using winches.

(ff) Additional duties which the employee will be skilled to carry out as a result of undergoing broadly based structured training or acquiring on-the-job skills.

(f) Building and Maintenance Worker Level 4 (100%)

An employee at this level will be employed in one of the three streams as defined:

- structures
- fitout and finish
- services.

An employee to be classified at this level will have fulfilled one of the criteria outlined in level 1, one of the criteria outlined in level 2 and one of the criteria outlined in level 3 as well as having successfully completed the following, leading to the employee obtaining a Construction Industry Skills Certificate Level 4.

Will have successfully completed a structured training programme in a group of nine modules of specialisation of which six must be related to the stream for which the employee is engaged. The modules will be to standards established and endorsed by the NBCITC;

Or

Will have a recognised trade certificate, or its equivalent;

Or

Will have gained equivalent skills and completed a competency test approved by the NBCITC covering the same material in the course referred to above including the appropriate areas of specialisation.

An employee at this level is engaged to exercise the depth and scope of skills, to the level of his/her training indicated below:

(i) Exercises good interpersonal and communication skills.

(ii) Exercises discretion within his/her level of training.

(iii) Operates under routine supervision either individually or in a team environment.

(iv) Is capable of detailed measurement techniques.

(v) Applies quality control techniques to his/her own work.

(vi) Reads, interprets and applies plans, sketches and diagrams.

(vii) Performs tasks safely and identifies hazards within his/her sphere of work.

(viii) Performs from his/her own initiative and is able to control his/her own work schedule.

(ix) Provides informal on-the-job guidance to other employees to a limited degree.

(x) Has an understanding of the construction process in his/her stream.

(xi) Interacts with and assists employees of other companies on site.

(xii) Anticipates and plans for constant changes to the work environment.

Subject to the employee having the appropriate training where required, the following are indicative tasks which the employee at this level may perform:

(aa) Activities generally associated with tasks carried out by an employee who has completed an apprenticeship or accredited trade recognition certificate.

(bb) Specialised materials handling.

(cc) Crushing plant operation.

(dd) Paving.

(ee) Additional duties which the employee will be skilled to carry out as a result of undergoing broadly based structured training or acquiring on-the-job skills.

(g) Building and Maintenance Worker Level 5 (105%)

An employee at this level will be employed in one of the three streams as defined:

- structures
- fitout and finish
- services.

An employee to be classified at this level will have completed an additional three modules of specialisation within the stream for which he/she has been employed or have gained equivalent skills and completed a competency test approved by the NBCITC.

An employee at this level is engaged to exercise the depth and scope of skills, to the level of his/her training indicated below:

(i) Exercises skills attained through the completion of nationally accredited training prescribed for this classification.

(ii) Exercises discretion within the level of his/her training.

(iii) Performs discretion tasks within the level of his/her training.

(iv) Works under general supervision either individually or in a team environment.

(v) Provides guidance, assistance and on-the-job training as part of a work team.

(vi) Has a sound understanding of the construction process involved in his/her stream

(vii) Has a knowledge of occupational health and safety requirements appropriate to his/her level of training.

(viii) Reads, interprets and applies information from plans.

Subject to the employees having the appropriate training where required, the following are indicative tasks which the employee at this level may perform:

(aa) Duties normally associated with the functions of the special class tradesmen.

(bb) Letter cutting.

(cc) Operates large drilling machines.

(dd) Operates complex plant.

(ee) Additional duties which the employee will be skilled to carry out as a result of undergoing broadly based structured training or acquiring on-the-job skills.

(h) Building and Maintenance Worker Level 6 (110%)

An employee at this level will be employed in one of the three streams as defined:

- structures
- fitout and finish
- services.

An employee to be classified at this level will have completed an additional three modules of specialisation within the stream for which he/she has been employed or have gained equivalent skills and completed a competency test approved by the NBCITC.

An employee at this level is engaged to exercise the depth and scope of skills, to the level of his/her training indicated below:

(i) Exercises skills attained through the completion of nationally accredited training prescribed for this classification.

(ii) Exercises discretion within the level of his/her training.

(iii) Provides guidance as part of a work team.

(iv) Assists in the provision of structured training in conjunction with supervisors and trainers.

(v) Understands and implements quality control techniques.

(vi) Works under limited supervision either individually or in a team environment.

(vii) Reads, interprets and applies information from plans.

(viii) Solves technical problems within his/her sphere of work.

Subject to the employee having the appropriate training where required the following are indicative tasks which the employee at this level may perform.

(aa) Supervises maintenance of equipment.

(bb) Identifies and prepares information relating to variations.

(cc) Carving.

(dd) Operates large and complex plant.

(ee) Schedule and plan work activity.

(ff) Has detailed knowledge of Australian Standards applying to his/her sphere of work.

(gg) Recognises hazards associated with his/her sphere of work.

(hh) Additional duties which the employee will be skilled to carry out as a result of undergoing broadly based structured training or acquiring on-the-job skills.

(i) Building and Maintenance Worker Level 7 (115%)

An employee to be classified at this level will have completed an additional three modules of specialisation within the stream for which he/she has been employed or have gained equivalent skills and completed a competency test approved by the NBCITC.

An employee at this level is engaged to exercise the depth and scope of skills, to the level of his/her training indicated below:

(i) Exercises skills attained through the completion of nationally accredited training prescribed for this classification.

(ii) Provides guidance as part of a work team.

(iii) Understands and is able to implement quality control techniques.

(iv) Works under limited supervision either individually or in a team environment.

(v) Assists in the planning and/or guiding of the work, quality and safety of others.

(vi) Researches, evaluates and implements solutions to problems within his/her own sphere of work.

(vii) Reads, interprets and applies information from plans.

Subject to the employee having the appropriate training where required the following are indicative tasks which the employee may perform:

(aa) Prepares and delivers instructions to team members.

(bb) Plans and schedules work.

(cc) Orders equipment within defined requisition limits.

(dd) Additional duties which the employee will be skilled to carry out as a result of undergoing broadly based structured training or acquiring on-the-job skills.

(j) Building and Maintenance Worker Level 8 (120%)

An employee to be classified at this level will have completed an additional 1.5 modules of specialisation within the stream for which he/she has been employed or have gained equivalent skills and completed a competency test approved by the NBCITC.

An employee at this level is engaged to exercise the depth and scope of skills, to the level of his/her training indicated below:

(i) Exercises skills attained through the completion of nationally accredited training prescribed for this classification.

(ii) Exercises discretion within his/her level of training.

(iii) Provides guidance as part of a work team.

(iv) Understands and implements quality control techniques.

(v) Works under limited supervision either individually or in a team environment.

(vi) Reads, interprets and applies information from plans.

Subject to the employee having the appropriate training where required the following are indicative tasks which the employee may perform:

(aa) Diagnoses and solves technical or organisational problems.

(bb) Researches, prepares and presents complex reports.

(cc) Participates in the development of quality control and occupational health and safety programmes.

(dd) Participates in the implementation of relevant training.

(ee) Possesses effective written and verbal communication skills of a level sufficient to communicate detailed information and produce reports.

(ff) Additional duties which the employee will be skilled to carry out as a result of undergoing broadly based structured training or acquiring on-the-job skills.

(k) Building and Maintenance Worker Level 9 (125%)

An employee to be classified at this level will have completed an additional 1.5 modules of specialisation within the stream for which he/she has been employed or have gained equivalent skills and completed a competency test approved by the NBCITC.

(k) Building and Maintenance Worker Level 9 (125%)

An employee to be classified at this level will have completed an additional 1.5 modules of specialisation within the stream for which he/she has been employed or have gained equivalent skills and completed a competency test approved by the NBCITC.

An employee at this level is engaged to exercise the depth and scope of skills, to the level of his/her training indicated below:

(i) Exercises skills attained through the completion of nationally accredited training prescribed for this classification.

(ii) Provides guidance and assistance as part of a work team.

(iii) Prepares reports of a technical nature on specific work issues.

(iv) Implements quality control techniques to a higher level than BMW8.

(v) Reads, interprets and applies information from plans.

Subject to the employee having the appropriate training where required the following are indicative tasks which the employee may perform:

(aa) Exercises skills attained through the completion of nationally accredited training prescribed for this level.

(bb) Uses information from plans to diagnose and solve problems related to his/her sphere of work.

(cc) Identifies any deviations from plans and sketches.

(dd) Identifies and documents variations to original plans to the extent required to make cost comparisons.

(ee) Schedules and plans work for a team and provides brief reports on the progress and quality of work.

(ff) Assists in designing training programmes for implementation.

(gg) Applies high level quality control techniques.

(hh) Possesses high level interpersonal and communication skills.

(vi) Additional duties which the employee will be skilled to carry out as a result of undergoing broadly based structured training or acquiring on-the-job skills.

11. Definitions

(a) "NBCITC" means the National Building and Construction Industry Training Council.

The NBCITC shall be the recognised authority (for the purposes of this appendix) responsible for developing competency standards for consideration and endorsement by the National Training Board and the provision of advice and assistance to State and Territory training authorities in respect of matters relating to training in the industry and callings covered by this award, including but not limited to:

- competency standards
- curriculum development
- training courses
- articulation and accreditation requirements both on and off the job
- on-the-job training guidelines
- assessment and certification arrangements.

In relation to the development of standards for this award the NBCITC may consult with other bodies or committees of a like nature to ensure that consistent standards are maintained across industries. The NBCITC shall designate those fields of work that constitute the streams contained herein.

(b) "Streams" or "Skill Streams" means a broad grouping of skills related to a particular phase or aspect of production.

(c) "Fields of Work" means a defined grouping of logically related skills based on an efficient organisation of work. The principle purpose of fields of work is to facilitate the development of training modules specifically tailored to encourage full practical utilisation of skills.

(d) "Structures Stream" includes all fields of work principally concerned with the erection of new structures of buildings (including demolition and pre-construction) up until, but not including, the fitout and finishing stage of construction and does not extend beyond the scope of this award.

(e) "Fitout/Finishing Stream" includes all fields of work principally concerned with fitout and finishing activities relating to newly constructed or existing buildings or structures, and does not extend beyond the scope of this award.

(f) "Services Stream" includes all related skills involved in the provision of services to newly constructed or existing buildings or structures, and does not extend beyond the scope of this award.

(g) "Industry Accredited Course" or "Nationally Accredited Course" is a course which has been constructed to reflect a group of standards which the NBCITC has endorsed as being appropriate combinations of skills to be available to the industry.

(h) "Module". One module equates to 40 nominal training hours.

(i) "Supervision". This application recognises a hierarchy of levels of supervision which are as follows:

(i) "Direct Supervision" applies to a person who:

(aa) receives detailed instructions on the tasks to be performed and is subject to progress checks as to those tasks; and

(bb) has his/her tasks reviewed on completion.

(ii) "Routine Supervision" applies to a person who:

(aa) receives instructions on the task to be performed as to unusual or difficult features of those tasks; or when new procedures are involved receives instructions as to the method of approach; and

(bb) is normally subject to progress checks, however such checks are usually confined to unusual or difficult aspects of the tasks assigned; and

(cc) has his/her assigned tasks reviewed on completion; and

(dd) has the technical knowledge to enable him/her to perform his/her task usually without specific instructions.

(iii) "General Supervision" applies to a person who:

(aa) receives general instructions, usually covering only the broader technical aspects of the work; and

(bb) may be subject to progress checks but such checks are usually confined to ensuring that, in broad terms, satisfactory progress is being made; and

(cc) has his/her assignments reviewed on completion; and

(dd) although technically competent and well experienced there may be occasions on which the person will receive more detailed instructions.

(iv) "Limited Supervision" applies to a person who:

(aa) receives only limited instructions normally confined to a clear statement of objectives; and

(bb) has his/her work usually measured in terms of the achievement of stated objectives; and

(cc) is fully competent and very experienced in a technical sense and requires little guidance in the performance of work.

2009 WAIRC 00757

Building Trades Award 1968

10. - WAGES

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

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

	Base RatePer Week$	Safety NetAdjustment$	Total RatePer Week$
(a)			
(i) Bricklayers, stoneworkers, carpenters, joiners, painters, signwriters, glaziers, plasterers and plumbers as defined in Clause 6 of this award	376.20	246.30	622.50
(ii) Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	385.40	246.30	631.70
(iii) Joiner - Assembler A (as defined in Clause 6 of this award)	344.60	244.30	588.90
(iv) Joiner - Assembler B (as defined in Clause 6 of this award)	330.70	244.30	575.00

	Base RatePer Week$	Safety NetAdjustment$	Total RatePer Week$
(b) Builders Labourers:-			
(i) Rigger	360.30	244.30	604.60
(ii) Drainer	360.30	244.30	604.60
(iii) Dogman	360.30	244.30	604.60
(iv) Scaffolder	345.00	244.30	589.30
(v) Powder Monkey	345.00	244.30	589.30
(vi) Hoist or Winch Driver	345.00	244.30	589.30
(vii) Concrete Finisher	345.00	244.30	589.30
(viii) Steel Fixer including tack welder	345.00	244.30	589.30
(ix) Operator Concrete Pump	345.00	244.30	589.30
(x) Bricklayer's Labourer	333.60	244.30	577.90
Plasterer's Labourer	333.60	244.30	577.90
Assistant Powder Monkey	333.60	244.30	577.90
Assistant Rigger	333.60	244.30	577.90
Demolition Worker (after three months' experience)	333.60	244.30	577.90
Gear Hand	333.60	244.30	577.90
Pile Driver	333.60	244.30	577.90
Tackle Hand	333.60	244.30	577.90
Jackhammer Hand	333.60	244.30	577.90
Mixer Driver (concrete)	333.60	244.30	577.90
Steel Erector	333.60	244.30	577.90
Aluminium Alloy Structural Erector	333.60	244.30	577.90
Gantry Hand or Crane Hand	333.60	244.30	577.90
Crane Chaser	333.60	244.30	577.90
Concrete Gang including Concrete Floater	333.60	244.30	577.90
Steel or Bar Bender to pattern or plan	333.60	244.30	577.90
Concrete Formwork Stripper	333.60	244.30	577.90
Concrete Pump Hose Hand	333.60	244.30	577.90
(xi) Builder's Labourers employed on work other than specified in classifications (i) to (x)			569.70

(2) Special Payment:

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

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

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

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

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

(4) Tool Allowance: (Per Week)

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

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

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

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

(6) Casual Employees:

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

(7) (a) Junior employees may be employed in the classification of Joiner - Assembler A but in no other classification and shall be paid the following percentages of the base rate and special payment applicable to that classification:

	%
Up to 16 years	38
16 – 17	46
17 – 18	53
18 – 19	73
19 – 20	88
20 +	100

(b) In addition to the above rates a junior employee shall be paid the tool allowance specified in subclause (3) hereof if required by the employer to supply tools.

(c) This subclause shall not operate to reduce the wages of any employee who is paid more than the rate prescribed herein for such employee nor shall the same permit the reduction of any such wages.

(d) Junior employees employed in the classification of Joiner - Assembler A may perform any of the duties of a Joiner - Assembler A and/or Joiner - Assembler B as defined in Clause 6. - Definitions and shall not perform work ordinarily carried out by any other classification of employee covered by this award.

(e) Junior employees shall be employed at a ratio of one junior employee to each five adult employees or part thereof.

10A. - MINIMUM WAGE - ADULT MALES AND FEMALES

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00758

Burswood Hotel (Maintenance Employees') 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

14. - WAGE RATES

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

Classification	Rate Per Week$	A.S.N.A.$	Total Rate Per Week$
Electrical Fitter	485.40	244.30	729.70
Electrical Mechanic	485.40	244.30	729.70
Refrigeration Fitter	485.40	244.30	729.70
Building Tradesperson	485.40	244.30	729.70
General Trades Assistant	420.70	246.30	667.00

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

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

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

(2) Nominee

A Licensed Electrical Mechanic or Fitter who acts as nominee for an Electrical Contractor shall be paid an allowance of $52.90 per week.

(3) In addition to the weekly wage rate provided by subclause (1) of this clause an adult employee shall be paid:

		$
(a)	After the completion of one year's continuous service	15.70
(b)	After the completion of two years' service	31.70

Such payment shall be deemed part of the weekly wage rate for all purposes of the Award.

(4) In addition to the weekly wage rate provided by 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	22.00
(b)	If placed in charge of more than ten and not more than 20 other employees	33.70
(c)	If placed in charge of more than 20 other employees	43.40

(5) Apprentices shall be paid the following percentage of the appropriate Tradespersons wage rate in subclause (1) of this clause:

	%
FIVE YEAR TERM -	
First Year	40
Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88
FOUR YEAR TERM -	
First Year	42
Second Year	55
Third Year	75
Fourth Year	88
THREE AND A HALF YEAR TERM -	
First Six Months	42
Next Year	55
Next Year	75
Final Year	88
THREE YEAR TERM -	
First Year	55
Second Year	75
Third Year	88

(6) Casual employees shall be paid 20 percent of the ordinary rate in addition to the ordinary rate for the calling in which they are employed.

(7) An employee holding either a Third Year First Aid Medallion of the St. John Ambulance Association or a "C" Standard Senior First Aid Certificate of the Australian Red Cross Society, appointed by the Company to perform first aid duties, shall be paid $8.50 per week in addition to their ordinary rate.

(8) An employee who holds, and in the course of their employment is required to use, a current "A" Grade or "B" Grade, or "L" Grade or "R" Grade license issued pursuant to the relevant regulation in force on the 28th day of February 1978 under the Electricity Act 1945 shall be paid an allowance of $17.60 per week.

(9) An employee, who is in possession of, and is requested by the Company to use, a plumber's license issued by the Metropolitan Water Supply, Sewerage and Drainage Board, shall, in each week so requested, be paid an allowance of $32.50 per week.

(10) A plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act shall be paid $22.40 per week in addition to their ordinary rate.

(11) 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. A6 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions and not designed to promoted deskilling within the employee's classification structure.

(b) The parties to the award are committed to implementing a new wage and classification structure. In making this commitment the parties:

(i) Shall determine the appropriate range of skills applicable to each classification contained in Clause 14. - Wage Rates of this award.

(ii) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature.

(iii) Intend to substitute the existing provisions of Clause 14. - Wage Rates with a new wage and classification structure and to make any consequential amendments not later than 30 September 1991, or earlier if agreed between the parties and approved by the W.A. Industrial Relations Commission.

(iv) 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;

(v) 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.

(vi) Will create a genuine career path for employees which allows advancement based on industry accreditation and access to training.

(vii) Will take into account in the development of the new classification structure national relativities and established skill levels relevant to the existing classification in the award.

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses the agreed equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply:

(i) The parties agree that the existing award disputes avoidance procedure shall be followed.

(ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and the SESDA, (when operative) or any other agreed Authority for all levels in any new classification structure before any claims for reclassification are processed.

(iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification.

(iv) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the Company.

(d) The parties are committed to modernising the terms of the award with an endeavour to finalise this matter by 30 September 1991.

(12) Award Modernisation

(a) In accordance with paragraph (d) of subclause (11) hereof, the parties are committed to modernising the terms of the award.

(b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of 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 affected by the change at the enterprise must genuinely agree;

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

(iii) The Union must be a party to the Agreement particularly where enterprise level discussions are considering matters requiring variation to the award; and

(iv) Agreements shall be ratified by the W.A. Industrial Relations Commission.

(c) Should an agreement be reached pursuant to subclause (b) hereof and that agreement required variation of the award, the parties shall support such award variation.

(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.

2009 WAIRC 00759

Burswood Island Resort (Maintenance Employees') Award No. A 22 of 1986

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

13. - WAGE RATES

(1) (a) All work performed on a rostered shift, when the major portion of such shift fall on a Saturday, Sunday or a holiday, shall be paid for as follows -

Classification	Rate Per Week$	Arbitrated Safety Net Adjustments$	Total Rate Per Week$
Video Department			
Electronic Serviceperson (Grade I)	485.30	244.30	729.60
Electronic Serviceperson (Grade II)	513.40	244.30	757.70
Electronic Serviceperson (Grade III)	541.90	244.30	786.20
Engineering Department:			
Tradesperson	485.30	244.30	729.60
Plant Attendant	485.30	244.30	729.60
General Trades Assistant	420.70	246.30	667.00

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

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

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

(2) In addition to the weekly wage rate provided by subclause (1) hereof an adult employee shall be paid:

		Per Week $
(a)	After the completion of one year's continuous service	15.70
(b)	After the completion of two years' continuous service	31.70

Such payments shall be deemed part of the weekly wage rate for all purposes of the award.

(3) Leading Hand: In addition to the appropriate total wage prescribed in this Clause a Leading Hand shall be paid:

		$
(a)	If placed in charge of not less than three and not more than ten other employees	22.00
(b)	If placed in charge of more than ten and not more than twenty other employees	33.70
(c)	If placed in charge of more than twenty other employees	43.40

(4) A casual employee shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which they are employed.

(5) Nominee

A licensed electrical mechanic or fitter who acts as nominee for the Company shall be paid an allowance of $52.90 per week.

(6) An employee holding either a Third Year First Aid Medallion of the St. John Ambulance Association or a "C" Standard Senior First Aid Certificate of the Australian Red Cross Society, appointed by the Company to perform first aid duties, shall be paid $8.20 per week in addition to their ordinary rate.

(7) An employee who holds, and in the course of their employment is required to use, a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force on the 28th day of February, 1978 under the Electricity Act 1945 shall be paid an allowance of $17.60 per week.

(8) An employee who is in possession of, and is requested by the Company to use, a plumber's licence issued by the Metropolitan Water Supply, Sewerage and Drainage Board, shall, in each week so requested, be paid an allowance of $30.40 per week.

(9) A plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act shall be paid $12.60 per week in addition to their ordinary rate.

(10) 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. 1730 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions and not designed to promote deskilling within the employee's classification structure.

(b) The parties to the Award are committed to implementing a new wage and classification structure. In making this commitment the parties -

(i) Shall determine the appropriate range of skills applicable to each classification contained in Clause 13. - Wage Rates, of this Award;

(ii) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(iii) Intend to substitute the existing provisions of Clause 13. - Wage Rates, of this award, with a new wage and classification structure and to make any consequential amendments not later than 21 May 1991, or earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission;

(iv) 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;

(v) 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.

(vi) Will create a genuine career path for employees which allows advancement based on industry accreditation and access to training.

(vii) Will take into account in the development of the new classification structure national relativities and established skill levels relevant to the existing classifications in the Award.

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses the agreed equivalent skill and knowledge gained through on-the-job experience or on any other ground the following principles apply:

(i) The parties agree that the existing award disputes avoidance procedure shall be followed;

(ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and the SESDA (when operative) or any other agreed authority for all levels in any new classification structure before any claims for reclassification are processed.

(iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification.

(iv) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the Company.

(d) The parties are committed to modernising the terms of the Award with an endeavour to finalise this matter by 21 May 1991.

(11) Award Modernisation:

(a) In accordance with paragraph (d) of subclause (10) hereof, the parties are committed to modernising the terms of the Award.

(b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of 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 affected by the change at the enterprise must genuinely agree;

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

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

(iv) Agreements will be ratified by the Western Australian Industrial Relations Commission;

(v) The disputes procedure prescribed in Clause 22. - Resolution of Disputes, of this award, shall apply if agreement cannot be reached in the implementation process of a particular issue.

(c) Should an agreement be reached pursuant to paragraph (b) hereof and that agreement requires variation to the Award, the parties shall support such award variation.

(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.

2009 WAIRC 00760

Burswood Resort Casino (Theatrical Employees) Award No. A 10 of 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

6. - RATES OF PAY

The minimum fortnightly rate of pay to be paid to an employee shall be as set out hereunder for the relevant classification.

(a)	(**Classification**	Award rate
(1)	STAGE MANAGEMENT DEPARTMENT	
	(a) Stage Manager	1367.70
	(b) Assistant Stage Manager	1208.20
(2)	MECHANICAL DEPARTMENT	
	(a) WORKSHOP	
	(i) Carpenter	1247.90
	(ii) Carpenter's assistant	1158.60
	(b) STAGE	
	(i) Head Mechanist	1345.90
	(ii) Mechanist/Head Flyman	1247.90
	(iii) Stage hand/Flyman	1158.60
(3)	ELECTRICAL/LIGHTING DEPARTMENT	
	(a) Head Electrician	1345.90
	(b) Electrician/Mains Switchboard Operator	1247.90
	(c) Electrical Hand	1158.60
(4)	AUDIO VISUAL DEPARTMENT	
	(a) Head Audio Technician	1345.90
	(b) Audio Operator	1247.90
	(c) Audio Hand	1158.60
(5)	WARDROBE DEPARTMENT	
	Wardrobe/Hand/Dresser/Valet	1158.60
(6)	PROPERTY DEPARTMENT	
	Property Hand	1158.60
(7)	FRONT OF HOUSE	
	(a) Head Booking Clerk	1273.40
	(b) Booking Clerk	1247.90
	(c) Ticket Seller	1155.70
	(d) Programme Sellers	1139.40
	(e) Ushers/Ticket Takers/Cloakroom Attendant	1142.20
(8)	SERVICES	
	(a) Receptionist	1142.20
	(b) Utility Person	1144.00
(9)	SKILLED THEATRE LABOUR NOT CLASSIFIED ELSEWHERE	1345.90
(10)	UNSKILLED THEATRE LABOUR NOT CLASSIFIED ELSEWHERE	1139.40

(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.

2009 WAIRC 00761

Burswood Catering and Entertainment Pty Ltd Employees Award 2001

5. - WAGES

(1) The following tables as listed hereunder shall specify the minimum fortnightly rate of wage payable to employees covered by this Award.

		$ Per Fortnight
A.	FOOD & BEVERAGE	
1.	Bar Attendant (Grade 1)	1252.00
2.	Bar Attendant (Grade 2)	1268.70
3.	Head Bar Attendant	1326.90
4.	Cellarperson	1273.50
5.	Waiter/Waitress	1232.80
6.	Steward/Stewardess	1232.80
7.	Head Waiter/Waitress	1306.40
8.	Head Steward/Stewardess	1306.40
9.	Snack-Bar Attendant	1232.80
10.	Bar Useful	1224.90
11.	Host/Hostess	1306.40
B.	KITCHEN	
1.	Chef	1375.00
2.	Qualified Cook	1306.40
3.	Cook Employed Alone	1253.50
4.	Breakfast and/or Other Cook	1244.40
5.	Kitchen Hand	1224.90
6.	Qualified Butcher	1306.40
7.	Other Butcher	1275.20
C.	MISCELLANEOUS	
1.	Cafeteria Attendant (Grade 1)	1232.80
2.	Cafeteria Attendant (Grade 2)	1244.40
3.	Commissionaire	1224.90
4.	Valet/Carparking Attendant	1224.90
5.	Storeperson	1244.40
6.	Cleaner	1224.90
7.	General Hand	1224.90
8.	Guest Services Officer	1306.40
9.	Cashier	1252.00
10.	Wardrobe Attendant	1224.90

(a) In-Charge Rates

An employee who is appointed and placed in charge of other employees shall be paid the following rates in addition to the employee's ordinary time rate of pay:

		$ Per Fortnight
(i)	if placed in charge of less than 6 employees	28.90
(ii)	if placed in charge of 6-10 employees	39.10
(iii)	if placed in charge of 11-20 employees	45.40
(iv)	if placed in charge of more than 20 employees	75.70

Provided that these additional rates shall not be payable to any employee employed in the classifications of Chef, Head Waiter, Head Waitress, Head Steward, Head Stewardess and Head Bar Attendant.

(b) Service Payments

In addition to the wage rates prescribed in Sections A, B, and C of this subclause, all employees (other than Apprentices) employed on a full-time or part-time basis, shall be paid Service Payments at the following rates:

		$ Per Fortnight
After 1 year of service		22.50
After 2 years of service		34.70
After 3 years and subsequent years of service		46.50
D.	SECURITY	
1.	Camera Surveillance Operator	
	On commencement	1584.70
	On completion 12 months service	1609.40
	On completion 24 months service	1685.50
	On completion 48 months service and thereafter	1710.90
2.	Security Officer or	
	On commencement	1331.00
	On completion 3 months probation	1383.50
	On completion 12 months service	1438.90
	On completion 24 months service	1527.70
	On completion 48 months service and thereafter	1552.10

Provided that an employee appointed as a Senior Security Office shall, in addition to the appropriate Security Officers' rate receive an additional payment of $67.40 per fortnight.

Employees engaged in the classifications described below on a casual contract of service in accordance with the provisions of Clause 14. – Casual Employees of this Award shall:

(a) in the case of employees engaged prior to the operation of this Award in the classifications of Security Officer, move from their "on commencement" wage increment to the next wage increment after performing 494 hours of work, but in any event not before three months of service, and not later than six months of service.

(b) in the case of employees engaged subsequent to the operation of this Award in the following classifications, move successively from their "on commencement" wage increment to the next wage increment as follows:

(aa) Surveillance Operator

After 1976 hours, but in either event not before 12 months of service and not later than 24 months of service; and thereafter.

After 3952 hours but in either event not before 24 months of service and not later than 48 months of service; and thereafter.

After 7904 hours, but in either event not before 48 months of service and not later than 96 months of service.

(bb) Security Officer

After 464 hours, but in either event not before 3 months of service and not later than 6 months of service; and thereafter.

After 1976 hours but in either event not before 12 months of service and not later than 24 months service; and thereafter.

After 3952 hours, but in either event not before 24 months of service and not later than 48 months of service.

After 7904 hours, but in either event not before 48 months of service and not later than 96 months of service.

(2) Classifications.

(a) "Bar Attendant - Grade 1" shall be an employee over the age of 18 years who serves liquor for sale from behind a bar counter, and shall include an employee employed in the sale of liquor from a bottle department.

(b) "Bar Attendant - Grade 2" shall be an employee over the age of 18 years who, in addition to performing the normal duties of a "Bar Attendant - Grade 1" as defined in (a) hereof, shall be required by the Employer to have a knowledge of the preparation and/or mixing of drinks and where necessary carry out such duties.

(c) "Qualified Butcher" shall be a butcher who has completed a trade test at a recognised school or college acceptable to the Employer.

(d) "Cafeteria Attendant - Grade 1" shall be an employee serving and/or receiving money from employees for snacks or meals.

(e) "Cafeteria Attendant - Grade 2" shall be an employee who, in addition to the duties of a "Cafeteria Attendant - Grade 1", assists in the preparation of snacks and meals served to employees.

(f) "Cellarperson" shall be an employee employed in charge of, or responsible for, the contents of a cellar or liquor store.

(g) "Cleaner" shall be an employee who does general cleaning duties in or about the Resort complex.

(h) "Chef" shall be an employee appointed as such and shall be an employee who is a "Qualified Cook" (as defined in paragraph (i) of this subclause).

(i) "Qualified Cook" shall be an employee who has completed and can produce appropriate documentary evidence to the Employer to the effect that he or she has successfully completed an apprenticeship in cooking at an approved or recognised school or college, or who can provide documentary evidence of having served at least 6 years in Her Majesty's Armed Forces in the classification of Cook.

(j) "Breakfast Cook" shall be an employee (other than a Chef, Qualified Cook or Cook Employed Alone) who is responsible for the preparation of breakfasts.

(k) "Other Cook" shall be an employee who assists in the cooking and preparing of meals.

(l) "Cook Employed Alone" shall be an employee who is employed when no other cook is employed during their shift.

(m) "General Hand" shall be an employee engaged to perform general duties in and around the Resort but not including cooking, waiting, dispensing of liquor or other specialised functions.

(n) "Snack Bar Attendant" shall be an employee serving, and/or receiving money from the public for, snacks or meals.

(o) "Head Waiter, Head Waitress, Head Steward or Head Stewardess" shall be an employee required by the Employer to be in charge of other Waiters, Waitresses, Stewards or Stewardesses.

(p) "Head Bar Attendant" shall be a Grade 2 Bar Attendant required by the Employer to be in charge of other Bar Attendants.

(q) "Wardrobe Attendant" shall be an employee who receives, distributes and maintains employee clothing, uniforms and equipment.

(r) "Waiter or Waitress" shall be an employee who attends to the needs of other guests at a table and/or performs room service duties.

(s) "Guest Services Officer" shall be a person who attends to the needs of patrons including providing information and conducting tours.

(t) "Storeperson" shall be a person employed in charge of and/or responsible for the contents of a store, not being a place where alcoholic beverages or liquors are kept.

(u) "Bar Useful" shall be an employee required to perform duties associated with bar and waiting work. Such duties include the wiping of tables or bar tops, collection of glasses or plates and the cleaning of bar mats or other general duties of a similar nature.

(v) "Security Officer" shall be an employee engaged to enforce dress, behaviour and entry requirements at the Resort, and to carry out routine security functions throughout the Resort.

(w) "Senior Security Officer" shall be an employee who is appointed as such and is responsible for the enforcement of such security measures throughout the Resort as may be directed from time to time.

(x) "Camera Surveillance Operator" shall be an employee who monitors the operations of the gaming tables by remote observation including the use of electronic equipment.

(y) "Valet/Carparking Attendant" shall be an employee engaged in and around the Resort in the direction and/or parking of vehicles.

6. - 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00762

Burswood International Resort Casino Employees Award 2002

5. - WAGES

(1) The following tables as listed hereunder shall specify the minimum fortnightly rate of wage payable to employees covered by this Award.

		$ Per Fortnight
A.	*FOOD & BEVERAGE*	
1.	Bar Attendant (Grade 1)	1246.10
2.	Bar Attendant (Grade 2)	1263.30
3.	Head Bar Attendant	1323.40
4.	Cellarperson	1268.30
5.	Waiter/Waitress	1226.30
6.	Steward/Stewardess	1226.30
7.	Head Waiter/Waitress	1302.20
8.	Head Steward/Stewardess	1302.20
9.	Snack-Bar Attendant	1226.30
10.	Bar Useful	1218.10
11.	Host/Hostess	1302.20
B	*HOUSE*	
1.	Housekeeper	1323.40
2.	Porter	1218.10
3.	Room Attendant	1218.10
4.	Timekeeper	1246.10
C.	*KITCHEN*	
1.	Chef	1373.00
2.	Qualified Cook	1302.20
3.	Cook Employed Alone	1247.60
4.	Breakfast and/or Other Cook	1238.20
5.	Kitchen Hand	1218.10
6.	Qualified Butcher	1302.20
7.	Other Butcher	1270.00
D.	*MISCELLANEOUS*	
1.	Cafeteria Attendant (Grade 1)	1226.30
2.	Cafeteria Attendant (Grade 2)	1238.20
3.	Commissionaire	1218.10
4.	Valet/Carparking Attendant	1218.10
5.	Storeperson	1238.20
6.	Laundry Attendant (Grade 1)	1218.10
7.	Laundry Attendant (Grade 2)	1240.20
8.	Cleaner	1218.10
9.	Gardener	1218.10
10	Qualified Gardener	1405.50
11.	Groundsperson	1218.10
12.	General Hand	1218.10
13.	Seamstress	1308.30
14.	Wardrobe Attendant	1218.10
15.	Guest Services Officer	1302.20
16.	Cashier	1246.10

(a) In-Charge Rates

An employee who is appointed and placed in charge of other employees shall be paid the following rates in addition to the employee's ordinary time rate of pay:

		$ Per Fortnight
(i)	if placed in charge of less than 6 employees	28.90
(ii)	if placed in charge of 6-10 employees	39.00
(iii)	if placed in charge of 11-20 employees	45.20
(iv)	if placed in charge of more than 20 employees	75.70

Provided that these additional rates shall not be payable to any employee employed in the classifications of Chef, Housekeeper, Head Waiter, Head Waitress, Head Steward, Head Stewardess, Head Bar Attendant and Casino Operations Employees.

(b) Service Payments

In addition to the wage rates prescribed in Sections A, B, C and D of this sub-clause, all employees (other than Apprentices) employed on a full-time or part-time basis, shall be paid Service Payments at the following rates:

	$ Per Fortnight
After 1 year of service	22.50
After 2 years of service	34.60
After 3 years and subsequent years of service	46.40

E. CASINO OPERATIONS

		$ Per Fortnight
1.	Croupier/dealer	
	On commencement	1222.80
	On completion 3 months probation	1505.10
	On completion 12 months service	1530.60
	On completion 18 months service	1556.50
	On completion 24 months service and thereafter	1582.40
2.	Inspector	
	On commencement	1614.90
	On completion 12 months service	1641.00
	On completion 24 months service	1693.40
	On completion 48 months service and thereafter	1719.70
3.	Keno runner	1222.80
4.	Keno Operator	
	On commencement	1222.80
	On completion 3 months probation	1324.90
	On completion 12 months service	1372.30
	On completion 24 months service and thereafter	1416.90
5.	Video Attendant	
	On commencement	1222.80
	On completion 3 months probation	1324.90
	On completion 12 months service	1372.30
	On completion 24 months service and thereafter	1416.90
6.	Count Team	
	On commencement	1222.80
	On completion 3 months probation	1324.90
	On completion 12 months service	1372.30
	On completion 24 months service and thereafter	1416.90
7.	Change Booth Cashier	
	On commencement	1222.80
	On completion 3 months probation	1324.90
	On completion 12 months service	1372.30
	On completion 24 months service and thereafter	1416.90
8.	Main Cage Cashier	
	On commencement	1589.40
	On completion 12 months service	1614.90
	On completion 24 months service	1693.40
	On completion 48 months service and thereafter	1719.70
9.	Camera Surveillance Operator	
	On commencement	1589.40
	On completion 12 months service	1614.90
	On completion 24 months service	1693.40
	On completion 48 months service and thereafter	1719.70
10.	Security Officer	
	On commencement	1327.60
	On completion 3 months probation	1381.80
	On completion 12 months service	1438.90
	On completion 24 months service	1530.60
	On completion 48 months service and thereafter	1555.80

Provided that an employee appointed as a Senior Security Officer shall, in addition to the appropriate Security Officers' rate receive an additional payment of $69.50 per fortnight.

Notwithstanding the provisions contained in Section E of this subclause, employees engaged as a security officer on a casual contract of service in accordance with the provisions of Clause 15. - Casual Employees of this Award shall move successively from their "on commencement" wage increment to the next wage increment as follows:

After 494 hours, but in either event not before three months of service and not later than six months of service; and thereafter

After 1976 hours, but in any event not before 12 months of service and not later than 24 months of service; and thereafter

After 3952 hours, but in either event not before 24 months of service and not later than 48 months of service; and thereafter

After 7904 hours, but in either event not before 48 months of service and not later than 96 months of service.

(2) Classifications

(a) "Bar Attendant - Grade 1" shall be an employee over the age of 18 years who serves liquor for sale from behind a bar counter, and shall include an employee employed in the sale of liquor from a bottle department.

(b) "Bar Attendant - Grade 2" shall be an employee over the age of 18 years who, in add ition to performing the normal duties of a "Bar Attendant - Grade 1" as defined in (a) hereof, shall be required by the Employer to have a knowledge of the preparation and/or mixing of drinks and where necessary carry out such duties.

(c) "Qualified Butcher" shall be a butcher who has completed a trade test at a recognised school or college acceptable to the Employer.

(d) "Cafeteria Attendant - Grade 1" shall be an employee serving and/or receiving money from employees for snacks or meals.

(e) "Cafeteria Attendant - Grade 2" shall be an employee who, in addition to the duties of a "Cafeteria Attendant - Grade 1", assists in the preparation of snacks and meals served to employees.

(f) "Cellarperson" shall be an employee employed in charge of, or responsible for, the contents of a cellar or liquor store.

(g) "Cleaner" shall be an employee who does general cleaning duties in or about the Resort complex.

(h) "Chef" shall be an employee appointed as such and shall be an employee who is a "Qualified Cook" (as defined in paragraph (i) of this subclause).

(i) "Qualified Cook" shall be an employee who has completed and can produce appropriate documentary evidence to the Employer to the effect that he or she has successfully completed an apprenticeship in cooking at an approved or recognised school or college, or who can provide documentary evidence of having served at least 6 years in Her Majesty's Armed Forces in the classification of Cook.

(j) "Breakfast Cook" shall be an employee (other than a Chef, Qualified Cook or Cook Employed Alone) who is responsible for the preparation of breakfasts.

(k) "Other Cook" shall be an employee who assists in the cooking and preparing of meals.

(l) "Cook Employed Alone" shall be an employee who is employed when no other cook is employed during their shift.

(m) "Gardener" shall be an employee required to carry out duties incidental to the maintenance of gardens and the surrounds at the Resort and who may be required to carry out other duties but shall not include greenkeeping staff or other persons who have completed a trade or recognised course in horticulture.

(n) "Qualified Gardener" shall be a gardener who has completed a suitable course in horticulture at a recognised school or college acceptable to the Employer.

(o) "General Hand" shall be an employee engaged to perform general duties in and around the Resort but not including cooking, waiting, dispensing of liquor or other specialised functions.

(p) "Housekeeper" shall be an employee who is required by the Employer to be in charge of Room Attendants and/or other employees.

(q) "Snack Bar Attendant" shall be an employee serving and/or receiving money from the public for snacks or meals.

(r) "Head Waiter, Head Waitress, Head Steward or Head Stewardess" shall be an employee required by the Employer to be in charge of other Waiters, Waitresses, Stewards or Stewardesses.

(s) "Head Bar Attendant" shall be a Grade 2 Bar Attendant required by the Employer to be in charge of other Bar Attendants.

(t) "Laundry Attendant - Grade 1" shall be an employee required to launder, wash, clean, dry clean, and maintain Employer uniforms and other items.

(u) "Laundry Attendant - Grade 2" shall be an employee required to operate specialised equipment in the process of maintaining and dry cleaning Employer uniforms and other items.

(v) "Room Attendant" shall be an employee required to clean and service resort residential accommodation.

(w) "Wardrobe Attendant" shall be an employee who receives, distributes and maintains employee clothing, uniforms and equipment.

(x) "Waiter or Waitress" shall be an employee who attends to the needs of other guests at a table and/or performs room service duties.

(y) "Guest Services Officer" shall be a person who attends to the needs of patrons including providing information and conducting tours.

(z) "Storeperson" shall be a person employed in charge of and/or responsible for the contents of a store not being a place where alcoholic beverages or liquors are kept.

(aa) "Bar Useful" shall be an employee required to perform duties associated with bar and waiting work. Such duties include the wiping of tables or bar tops, collection of glasses or plates and the cleaning of bar mats or other general duties of a similar nature.

(ab) "Change Booth Cashier" shall be an employee responsible for the use of and accounting for change and/or being responsible for machine payouts.

(ac) "Main Cage Cashier" shall be an employee responsible for the receiving, disbursing, reconciling and controlling receipt and issue of gaming chips to gaming tables from the Casino Cage and for exchanging chips for currency from players reconciling and controlling their own float and for recording all transactions therein.

(ad) "Count Team" shall be employees responsible for the conduct of a full count of monies received via gaming table drop boxes and the recording of these monies.

(ae) "Croupier/Dealer" shall be an employee required to deal one or more particular games to a required standard.

(af) "Inspector" shall be an employee who is responsible for supervising a particular game or number of games so as to ensure that correct procedures and standards are observed by croupiers/dealers. Provided that the number of games supervised shall be at the absolute discretion of the Employer having full regard to requirements of the Casino Control Act 1984 as amended and regulations thereto. Such employee shall also be responsible for attempting to settle minor disputes and to guide or liaise with croupier/dealers in the performance of their duties.

(ag) "Keno Operator" shall be an employee responsible for receiving keno tickets and fees from keno patrons and keno runners, and to conduct keno games.

(ah) "Keno runner" shall be an employee responsible for collecting keno tickets and fees from patrons in various parts of the complex and deliver to the keno game.

(ai) "Security Officer" shall be an employee engaged to enforce dress, behaviour and entry requirements at the Resort, and to carry out routine security functions throughout the Resort.

(aj) "Senior Security Officer" shall be an employee who is appointed as such and is responsible for the enforcement of such security measures throughout the Resort as may be directed from time to time.

(ak) "Video Attendant" shall be an employee responsible for explaining the workings of video machines to patrons and to assist with change for customers at machines

(al) "Camera Surveillance Operator" shall be an employee who monitors the operations of the gaming tables by remote observation including the use of electronic equipment.

(am) "Valet/Carparking Attendant" shall be an employee engaged in and around the Resort in the direction and/or parking of vehicles.

6. - MINIMUM WAGE – 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00763

Can Manufacturing (Production and Maintenance - Amalgamated Industries Pty. Ltd.) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

6. - RATES OF PAY

(1) The ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances as specified in Clause 18. - Special Rates and Provisions in Part 1 - General of the Metal Trades (General) Award No. 13 of 1965 as amended and be paid as an "all purpose" rate.

(2)

(a)

Classification	**Rate Per Week**	**Arbitrated Safety Net Adjustment**	**Total Per Week**	**Hourly Rate**
	$	**$**	**$**	**$**
Toolmaker	466.60	244.30	710.90	18.7080
Base Tradesperson (as defined)	447.50	246.30	693.80	18.2580
Intermediate Can Making Tradesperson (as defined)	466.50	244.30	710.80	18.7053
Special Class Can Making Tradesperson (as defined)	473.20	244.30	717.50	18.8817
Electrical Installer	447.50	246.30	693.80	18.2580
Electrical Fitter	447.50	246.30	693.80	18.2580
Electrician Special Class	473.20	244.30	717.50	18.8817
Electrical Tradesperson's Assistant	367.80	244.30	612.10	16.1080
Operator Grade 1 (as defined)	420.00	246.30	666.30	17.5343
Operator Grade 2 (as defined)	400.30	244.30	644.60	16.9632
Operator Grade 3 (as defined)	370.60	244.30	614.90	16.1817

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

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

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

(3) Apprentices

(a) The wage per week shall be expressed as a percentage of the Tradesman's rate and shall be those percentages contained in Part 1 General of the Metal Trades (General) Award No. 13 of 1965 as amended.

(b) The Tradesman's rate for the purpose of subclause (a) hereof shall be the weekly rate prescribed for Tradesmen as set out in classification (b) of subclause (2) of this clause.

(c) The apprentices weekly rates shall be rounded off to the nearest ten cents.

(4) Tool Allowance

(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) $12.60 per week to such tradesperson; or

(ii) in the case of an apprentice a percentage of $12.60, being the wage percentage which is appropriate to the year of apprenticeship pursuant to subclause (3) hereof,

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

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

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

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

(5) Electrician's Licence Allowance:

An electrical tradesperson who holds, and in the course of employment may be required to use, a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force on the 28th day of February 1978 under the Electricity Act 1945, shall be paid an allowance of $18.00 per week.

(6) Laundry Allowance:

Employees shall receive a laundry allowance of $10.60 per week as reimbursement of their personal outlay for maintenance and cleaning of work clothing issued by Westcan.

(7) Structural Efficiency:

(a) Arising out of the decision on 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. 1657 of 1989 (R), 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 Westcan and the metal and engineering industry and to enhance career opportunities and job security of employees in the industry in general.

(c) A consultative committee shall be established and will operate in accordance with the requirements of Clause 7. - Consultation of this award. Measures raised by the employer, employees or union or unions for consideration, consistent with the objectives of paragraph (a) hereof, shall be processed through that consultative mechanism and procedures.

(d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this award and, subject to Clause 8. - 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 the employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements -

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

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

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

(iv) the union must be a party to the agreement;

(v) the union shall not unreasonably oppose any agreement; and

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

(f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 9. - Definitions of this award.

2009 WAIRC 00764

Cargill Australia Limited - Salt Production and Processing 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

23. - WAGES

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

(b) The employer may raise with unions and employees any award matter concerning increasing flexibility or efficiency.

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

(i) The changes sought shall affect provisions reflection national standards.

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

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

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

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

(vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and if approved shall operate as a schedule to this award and take precedence over any inconsistency.

(2) (a) The weekly rates of pay under the provisions of this award shall be:

	Base Trade %	Rate Per Week $	Safety Net Adjustment $	Total Wage $
Level 1	90	436.10	214.30	650.40
Level 2	92.5	448.20	216.30	664.50
Level 3	95	460.30	216.30	676.60
Level 4	97.5	472.40	216.30	688.70
Level 5	100	484.50	216.30	700.80
Level 6	105	508.70	214.30	723.00
Level 7	110	533.00	214.30	747.30
Level 8	115	557.20	216.30	773.50

(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) Leading Hand:

In addition to the wage prescribed in subclause (2) of this clause a leading hand shall be paid -

		$
(a)	if placed in charge of not less than 3 and no more than 10 other employees	16.60
(b)	if placed in charge of more than 10 and no more than 20 other employees	25.40

(4) A temporary employee shall be paid 5% of the ordinary rate in addition to the wage he/she is otherwise entitled to for the calling in which he/she is employed.

(5) (a) All tradespersons shall be required to provide themselves with an adequate kit of tools. This kit of tools shall be as agreed upon between the Unions and the employer.

(b) A tool allowance of $11.10 flat per week shall be paid to compensate tradespersons for wear, tear, loss and damage of their kit of tools. Should tools be lost or damaged through no fault of the tradesperson concerned, the circumstances shall be reviewed and if the claim is justified, tools shall be replaced at the employer's expense.

(6) A tradesperson with one year's job experience with the Company shall be paid an allowance of $6.80 flat per week, which shall be increased to $12.60 flat per week after 2 years' job experience with the Company.

(7) The allowances prescribed in subclauses (5) and (6) of this clause are to be paid for five days worked in any week and shall be pro rated downwards if less than five days are worked.

(8) On each occasion when the Western Australian Industrial Relations Commission makes a General Order with regard to the indexation of wages, the wages and allowances prescribed in this clause shall be increased in accordance with the indexation formula on which the General Order is based.

2009 WAIRC 00765

Case and Box Makers' Award, 1952

6. - WAGES

(1) The minimum rates of wages payable to employees employed in classifications contained in subclause (2) of this clause shall be as follows:

Broadbanded Groups	Base Rate $	Arbitrated Safety Net Adjustment $	Total Minimum Weekly Rate (38 Hours) $
1			569.70
2			569.70
3	364.60	214.30	578.90
4	385.50	214.30	599.80
5	417.20	214.30	631.50
6	438.10	214.30	652.40

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

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

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

(2)

	CLASSIFICATION:	GROUP
1	Sawyer planking out and flitching to size	5
2	Stub edger and/or No. 1 Bench	5
3	Other breaking down bench sawyers	4
4	Band re-sawyer	
(i)	Large - using blade over 7.62cm	4
(ii)	Small - using small blade not over 7.62cm	3
5.	Tailer-out on breaking down benches	3
6.	Tailer-out other benches	2
7.	Case bench sawyer and/or docker	2
8.	Wood and case machinist	2

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

(3) Junior Employees:

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

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

(4) Apprentices:

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

Four year term	
First year	50%
Second year	60%
Third year	75%
Fourth year	90%

6A. - MINIMUM WAGE - ADULT MALES AND FEMALES

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00766

Catering Employees and Tea Attendants (Government) Award 1982

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

22. - 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 Matter No. 1940 of 1989 not to pursue any extra claim, award or overaward except where consistent with the State Wage Principles.

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

(1)

(a)

	Classifications:	Base Rate (per week) $	Arbitrated Safety Net Adjustments (per week) $	Total Award Rate (per week) $
(1)	Chef	351.20	244.30	595.50
(2)	Qualified Cook	325.40	244.30	569.70
(3)	Cook Employed Alone	307.90	244.30	552.20
(4)	Other Cooks	304.60	244.30	548.90
(5)	Bar Attendant	307.40	244.30	551.70
(6)	Waiter/Waitress	300.20	244.30	544.50
(7)	Steward/Stewardess	300.20	244.30	544.50
(8)	Cashier	307.40	244.30	551.70
(9)	Counterhand	300.20	244.30	544.50
(10)	Tea Attendant	297.20	244.30	541.50
(11)	Kitchenhand	297.20	244.30	541.50
(12)	General Hand	297.20	244.30	541.50

(b) Arbitrated Safety Net Adjustments

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

	$
Year 1	84.60
Year 2	92.40
Year 3 and thereafter	99.30

(3) Leading Hands -

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

		$
(a)	If placed in charge of less than six employees	14.10
(b)	If placed in charge of six to ten employees	18.90
(c)	If placed in charge of 11 to 20 employees	21.70
(d)	If placed in charge of more than 20 employees	36.50

2009 WAIRC 00767

Cement Tile Manufacturing Award No. 3 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. - WAGES

(1)

(a)

CLASSIFICATION:	Rate PerWeek$	Supplementary Payment$	TotalRate$
ADULT EMPLOYEES:			
Fork Lift Driver	357.80	251.10	608.90
Machine Operator	352.90	255.80	608.70
Hand Presser	352.90	249.80	602.70
Ridge Maker and Finisher and Stripper	352.90	249.80	602.70
Colour Operator	347.30	251.60	598.90
Stripper and Stacker Tiles	337.30	246.50	583.80
All Others	337.30	246.50	583.80

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

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

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

(2)

JUNIOR EMPLOYEES:	Percentage of All Others of All Others
16 years of age	60
17 years of age	70
18 years of age	80
19 years of age	90
20 years of age	100

(3) LEADING HANDS:

In addition to the rates herein prescribed a Leading Hand appointed as such shall be paid per week: -

In charge of:

		$
(a)	Not less than three and not more than ten other employees	17.25
(b)	More than ten and not more than twenty other employees	24.35
(c)	More than twenty other employees	31.55

ADDENDUM

The provisions of this award shall apply to Geraldton Building Company Pty Limited except to the extent of Clause 10. - Wages whereby the following provisions shall be observed in lieu thereof:

Clause 10. - Wages: Insert in lieu

(1)

ADULT:	A $	B $	C $
Fork Lift Driver	314.10	324.10	569.70
Machine Operator	309.30	319.30	569.70
Hand Presser	309.30	319.30	569.70
Ridge Maker and Finisher and Stripper	309.30	319.30	569.70
Colour Operator	303.80	313.80	569.70
Stripper and Stacker	299.10	309.10	569.70
All Others	299.10	309.10	569.70

(2)

JUNIOR WORKERS (% of Adult All Others Rate)	
16 years of age	60
17 years of age	70
18 years of age	80
19 years of age	90
20 years of age	100

(3) LEADING HANDS

In addition to the rates herein prescribed a Leading Hand appointed as such by his employer shall be paid (per week):

		$
(a)	If placed in charge of not less than 3 and not more than 10 other workers	14.60
(b)	If placed in charge of more than 10 and not more than 20 other workers	20.70
(c)	If placed in charge of more than 20 other workers	26.80

The rates of wage prescribed in Column "A" shall operate from the beginning of the first pay period commencing on or after 31 March 1989.

The rates of wage prescribed in Column "B" shall operate from the beginning of the first pay period commencing on or after 1 May 1989.

The rates of wage prescribed in Column "C" include previous Arbitrated Safety Net Adjustments and shall operate on and from the commencement of the first pay period on or after 1 October 2009.

2009 WAIRC 00768

Cement Workers' Award, 1975

11. - WAGES

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

Classification:	Column A06/10/88$	Column B06/04/89$	ASNA	TOTAL
Kiln Burner (1 or more kilns)	250.90	260.90		597.70
X.R.F. Tester	250.90	260.90		597.70
Cement and Raw Miller	241.10	251.10		597.70
Lime Burner (1 or more kilns)	241.10	251.10		597.70
Machine Bag Filler	241.10	251.10		597.70
Physical Tester	241.10	251.10		597.70
Reclaimer Operator - Woodman Point	241.10	251.10		597.70
Relief Burner/Kiln Greaser	241.10	251.10		597.70
Utility Man	241.10	251.10		597.70
Cement and Slurry Tester	233.90	243.90		597.70
Coal Miller	233.90	243.90		597.70
Crusher Operator (Swan Portland Cement only)	233.90	243.90		597.70
Hydrator and/or Hydrator Miller	233.90	243.90		597.70
Loader	233.90	243.90		597.70
Process Attendant	233.90	243.90		597.70
Pumphouse Attendant Woodman Point	233.90	243.90		597.70
Plant Attendant, (covers Kiln Greaser, Crusher Attendant, Cooler Attendant, Pumphouse Attendant - Slurry etc.)	223.20	233.30		597.70
Road Sweeper Operator	223.20	233.30		597.70
Amenities Attendant	218.90	228.90		597.70
General Hand	218.90	228.90		597.70

Casual workers shall be paid on an hourly basis at the rate of twenty per cent in addition to the rates prescribed herein.

Any worker appointed as a Leading Hand by the employer shall be paid the following amounts in addition to his ordinary wages when placed in charge of:-

		$ Per Week
(a)	Not less than three and not more than ten other workers	12.60
(b)	More than ten and not more than 20 other workers	19.80
(c)	More than 20 other workers	25.10

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

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

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

11A. - 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

27. - WAGES COCKBURN CEMENT

(1) Notwithstanding the provision of the Cement Workers Award No. 10 of 1967, employees of Cockburn Cement Limited in the classification contained in subclause (2) of this clause shall be paid the rates contained in this clause in lieu of the rates contained in subclause (1) of Clause 11. - Wages of the Award.

(2)

	$ TOTAL
Burner	597.70
X.R.F. Tester	597.70
Physical Tester	597.70
Relief Burner	597.70
Operator Fremantle Depot	597.70
Cement Tester	597.70
Miller (Cement Raw and Coal)	597.70
Machine Bag Filler	597.70
Reclaimer Operator - Woodman Point	597.70
Utility Man (Relief Miller).	597.70
Crusher Operator	597.70
Loader	597.70
Process Attendant	597.70
Pumphouse Attendant	597.70
Kiln Attendant	597.70
Plant Attendant	597.70
Road Sweeper Operator	597.70
Amenities Attendant	597.70
General Hand	597.70

(3) In addition to those rates prescribed in subclause (2) of this clause Millers shall be paid $7.05 per week for operating two control rooms and additional responsibilities.

(4) In addition to those rates prescribed in subclause (2) of this clause the Reclaimer Operator - Woodman Point shall be paid $3.50 per week for Security Duties and additional responsibilities.

(5) In addition to the rates prescribed in subclause (2) of this clause X.R.F. Testers and Physical Testers who have been so employed for a period of at least three years shall be paid at the rate of $11.70 per week.

(6) In addition to the rates prescribed in subclause (2) of this clause, Kiln Burners shall be paid 95 cents per shift whilst engaged on burning.

(7) Operative Date:

From the first pay period commencing on or after the 10th March, 1987.

(8) No Extra Claims

The Union agrees that it is a term of this award that changes in wages and conditions of employment are in full settlement of the union's claims and no further claims will be made by the union either -

(i) to vary the terms of the award during the 12 months beginning on and from 19th February, 1982, or

(ii) against Cockburn Cement Limited for increases in over-award payments or changes in any of the conditions of employment dealt with in this award.

Provided that, where prior to the date of operation of this term, an employer has agreed that a specific alteration to wage rates and/or conditions of employment will be made during the 12 months period of the term, such commitment shall stand.

Provided further that, where no specific commitment has been made to alter wage rates and/or conditions of employment but it was expected that a review of such matters would take place during the 12 months period of the term in the normal course of events or because an existing agreement expires, the union agrees that "no extra claims" will be made against the employer. Having regard to the spirit and intent of the agreement, the parties recognise that during the currency of the term a special, anomalous or extraordinary problem may be found to exist within a particular establishment.

The procedure for settling such a problem is as follows:

(i) Consultation shall take place within the particular establishment concerned.

(ii) If it is unable to be resolved at establishment level, the matter shall be referred to the Secretary of the Union concerned or his deputy, at which level a conference of the parties shall be convened without delay.

(iii) In the absence of agreement either party may refer the matter to the Western Australian Industrial Commission.

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

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

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

2009 WAIRC 00769

Cereal Processing, Extracting and Manufacturing Award No. 26 of 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

30. - WAGES

		$	ASNA	TOTAL
(1) Shift Miller in charge of shift -				
(a)	Not exceeding 2 tonnes of provender per hour	371.65	206.30	577.95
(b)	Exceeding 2 tonnes but not exceeding 6 tonnes of provender per hour	378.30	206.30	584.60
(c)	Exceeding 6 tonnes but not exceeding 12 tonnes of provender per hour	385.30	206.30	591.60
(d)	Exceeding 12 tonnes but not exceeding 18 tonnes of provender per hour	392.05	206.30	598.35
(e)	Exceeding 18 tonnes but not exceeding 28 tonnes of provender per hour	400.25	206.30	606.55
(f)	Exceeding 28 tonnes but not exceeding 40 tonnes of provender per hour	408.45	206.30	614.75
(g)	Exceeding 40 tonnes but not exceeding 60 tonnes of provender per hour	417.00	206.30	623.30
Mill Operative- Grade 3				569.70
Grade 2				569.70
Grade 1		364.80	206.30	571.10
Premix Blender				569.70
Binsman				569.70
Packerman/Packer/Stacker				569.70
Storeman/Storehand/Siloman				569.70
Fork Lift truck driver and/or tractor driver				569.70
Millwright		388.50	206.30	594.80
Head Millwright		406.50	206.30	612.80
STARCH AND GLUTEN SECTION:				
Foreman Miller		390.30	206.30	596.60
Shift Miller		377.70	206.30	584.00
Top Floor Man				569.70
Corrugator				569.70
Batter Mixer				569.70
Process Attendant				569.70
Fork Lift truck driver and/or tractor driver				569.70
General Hand				569.70
Millwright		388.50	206.30	594.80
Head Millwright		406.50	206.30	612.80

	$	ASNA	TOTAL
OIL REFINING SECTION:			
Plant Operator			569.70
General Hand			569.70
Millwright	388.50	206.30	594.80
Head Millwright	406.50	206.30	612.80
YEAST SECTION:			
Plant Operator			569.70
General Hand			569.70
Millwright	388.50	206.30	594.80
Head Millwright	406.50	206.30	612.80

(2) Foreman Miller shall be paid not less than $22.80 per week above the relevant rate prescribed in classification (1) hereof.

(3) Junior Employees (per cent of the General Hands rate per week):

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

(4) Leading Hands (per week extra)

		$
(a)	Less than three other employees	7.05
(b)	Not less than three and not more than ten other employees	14.85
(c)	Not less than ten and not more than twenty other employees	22.05
(d)	More than twenty other employees	28.40

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.

2009 WAIRC 00770

Child Care (Lady Gowrie Child Centre) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

23. - WAGES

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

		$(Per Week)	A.S.N.A.$	TOTALWAGE$
(1)	Child Care Support Employee Grade One - Cleaner	412.60	196.30	608.90
	Child Care Support Employee Grade One Kitchen Hand	419.30	196.30	615.60
	Child Care Support Employee - Grade Two			
	Step I	423.50	196.30	619.80
	Step II	431.80	196.30	628.10
	Child Care/Trades Employee	465.20	198.30	663.50
	Child Care Giver			
	Step I	412.60	196.30	608.90
	Step II	422.00	196.30	618.30
	Step III	431.50	196.30	627.80
	Step IV	441.00	196.30	637.30
	Step V	451.10	196.30	647.40
	Step VI	462.00	196.30	658.30
	Qualified Child Care Giver			
	Step 1A	488.00	198.30	686.30
	Step 1B	506.00	198.30	704.30
	Step II	520.40	196.30	716.70
	Step III	534.60	196.30	730.90
	Step IV	549.10	196.30	745.40
(2)	Assistant Co-ordinator Grade One			
	Step I	556.90	196.30	753.20
	Step II	562.40	196.30	758.70
	Step III	570.00	198.30	768.30
	Assistant Co-ordinator Grade Two			
	Step I	562.40	196.30	758.70
	Step II	570.00	198.30	768.30
	Step III	577.50	198.30	775.80
	Assistant Co-ordinator Grade Three			
	Step I	570.00	198.30	768.30
	Step II	577.50	198.30	775.80
	Step III	591.50	198.30	789.80

(3) (a) Except as otherwise provided for in this subclause and subclause (3) of this clause, progression from step to step for Child Care Support Employees Grade One and Two, Child Care Giver, Qualified Child Care Giver, Assistant Co-ordinator Grades One, Two and Three, and Early Childhood Educator will be contingent upon:

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

(ii) satisfactory performance at each step.

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

(c) An employee who has not attained the age of 20 years shall be paid a percentage of the rate applicable to an adult employee performing the same work, taking into account the provisions for progression specified in this clause and taking into account any relevant qualifications. The percentages of the adult rate shall be:

	% of adult rate
At or under 16 years of age	60
At 17 years of age	70
At 18 years of age	80
At 19 years of age	90
Thereafter the adult rate	

(d) An employee at Step IA Qualified Child Care Giver shall be a 2 year trained person as per Clause 26. - Classification and Skill Descriptors of this award, with no previous experience in the industry. At the completion of 12 months satisfactory performance that person shall be paid the Step II rate.

(e) An employee in their first year of employment shall be paid at Step IB Qualified Child Care Giver in accordance with Clause 23. - Wages of this award and shall be:

(i) a person with a 2 year qualification as per Clause 26. - Classification and Skill Descriptors of this award, and previous experience in the industry; or

(ii) a 3 or 4 year qualification as per Clause 26. - Classification and Skill Descriptors of this award, with no previous experience in the industry.

(f) An employee in their first year of employment as a Qualified Child Care Giver shall be paid at Step II Qualified Child Care Giver in accordance with Clause 23. - Wages of this award and shall be:

(i) a person with a 3 or 4 year qualification; and

(ii) previous experience in the industry.

(g) A person who is appointed Assistant Co-ordinator Grades One, Two or Three will be appointed in accordance with the definition outlined in Clause 26. - Classification Definitions and Skill Descriptors subclause (5) of this award, provided that an employer may appoint an Assistant Co-ordinator, to a higher grade according to their level of qualification.

(h) Where an employee is appointed to act as the Co-ordinator of a Centre for more than four days, that person shall be paid for the whole of that period as Co-ordinator according to their level of qualification.

(4) Early Childhood Educators:

(a)

Salary Level	$ Per Annum	A.S.N.A.	Total Annual	Per Week
Step I	27105	10241	37346	715.90
Step II	28644	10241	38885	745.40
Step III	29974	10345	40319	772.90
Step IV	31200	10345	41545	796.40
Step V	32431	10345	42776	820.00
Step VI	33970	10345	44315	849.50
Step VII	35661	10240	45901	879.90
Step VIII	37043	10240	47283	906.40
Step IX	38170	10240	48410	928.00
Step X	39709	10240	49949	957.50
Step XI	41242	10240	51482	986.90

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

Enter Step I

Exit Step VII

(c) Early Childhood Educator holding:

(i) University degree and Diploma of Education; or

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

(iii) Bachelor of Education degree

Enter Step III

Exit Step XI

(d) Early Childhood Educator holding the qualifications outlined in paragraph (c) of this subclause above plus a second degree or higher degree such as a graduate diploma or a degree at honours level:

Enter Step IV

Exit Step XI

(e) A casual Early Childhood Educator shall be paid the appropriate salary for an Early Childhood Educator plus a salary loading of 27%.

(f) Early Childhood Educators transferring between employers or changing employment shall retain their position on the incremental scale and continue to progress through the scale by annual increment.

(g) On ceasing employment with an employer the employee shall be given written notice of his or her incremental increase date to be passed on to the next employer.

(5) Co-ordinator:

		$ Per Week	A.S.N.A.	TOTAL WAGE
(a)	Step I	591.50	198.30	789.80
	Step II	619.50	198.30	817.80
	Step III	642.10	198.30	840.40
	Step IV	672.60	196.30	868.90
	Step V	704.00	196.30	900.30
	Step VI	729.50	196.30	925.80
	Step VII	744.30	196.30	940.60
	Step VIII	782.60	196.30	978.90
	Step IX	811.00	196.30	1007.30

(b) A Co-ordinator will be graded in accordance with paragraphs (d) to (h) (inclusive) of this subclause.

Co-ordinator is as defined in Clause 26. - Classification Definition and Skill Descriptors of this award:

(c) Within the grade of Co-ordinator the following categories of progression shall apply:

(i) Co-ordinator Grade One is as defined in Clause 26 of this award:

- a Co-ordinator with two year or three year training, (as defined in paragraph (f) of this subclause):

Enter Step I

Exit Step IV

- a Co-ordinator with four year training, (as defined in paragraph (f) of this subclause):

Enter Step III

Exit Step VI

(ii) Co-ordinator Grade Two is as defined in Clause 26 of this award:

- a Co-ordinator with two year or three year training, (as defined in paragraph (f) of this subclause):

Enter Step III

Exit Step VI

- a Co-ordinator with four year training (as defined in paragraph (f) of this subclause):

Enter Step V

Exit Step VIII

(iii) Co-ordinator Grade Three is as defined in Clause 26 of this award:

- a Co-ordinator with two year or three year training, (as defined in paragraph (f) of this subclause):

Enter Step V

Exit Step VIII

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

Enter Step VII

Exit Step IX

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

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

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

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

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

(f) A Co-ordinator and the Committee or other managing body of the Centre shall be at liberty to negotiate and set a higher salary bearing in mind the duties and responsibilities of the Co-ordinator. Any agreement to select a

higher rate shall be reduced to writing and shall entitle that Co-ordinator whilst employed at the Centre 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.

(g) Nothing in this provision shall be deemed to prevent the negotiation of salary for an Administrator/Co-ordinator above the minimum standards prescribed in this award.

(h) Except as provided hereunder, in paragraphs (b) and (d) of this subclause progression from step to step for Co-ordinator will be contingent upon:

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

(ii) satisfactory performance at each step.

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

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

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

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

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

(9) Wage relativities in the Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917).

2009 WAIRC 00771

Child Care (Out of School Care - Playleaders) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

22. - SALARIES

(1) The minimum weekly rate of salary payable to persons employed pursuant to this subclause, operative on and from the commencement of the first pay period on or after 1 October 2009 shall be:

	$ (Per Week)	$A.S.N.A.	TOTAL $ WAGE
(a) Playleader			
Level One (Uncertificated Employee)			
Step I	412.60	196.30	608.90
Step II	422.00	196.30	618.30
Step III	431.50	196.30	627.80
Level Two (Completed Stage One)			
Step I	431.50	196.30	627.80
Step II	441.00	196.30	637.30
Level Three (Completed Stage Two)			
Step I	441.00	196.30	637.30
Step II	450.50	196.30	646.80
Level Four (Completed Stage Three or equivalent)			
Step I	450.50	196.30	646.80
Step II	460.00	196.30	656.30
Level Five (Completed Course or equivalent)			
Step I	469.50	198.30	667.80
Step II	482.50	198.30	680.80
Step III	494.25	198.30	692.55
Step IV	506.00	198.30	704.30
(b) Supervisor Playleader			
Level One (Uncertificated)			
Step I	487.10	198.30	685.40
Step II	498.10	198.30	696.40
Step III	509.80	198.30	708.10
Level Two (Completed Stage One)			
Step I	509.80	198.30	708.10
Step II	521.20	196.30	717.50
Level Three (Completed Stage Two **)**			
Step I	521.20	196.30	717.50
Step II	532.60	196.30	728.90
Level Four (Completed Stage Three or Equivalent)			
Step I	532.60	196.30	728.90
Step II	544.00	196.30	740.30
Level Five (Completed Course or Equivalent)			
Step I	555.40	196.30	751.70
Step II	569.00	198.30	767.30
Step III	583.10	198.30	781.40
Step IV	591.50	198.30	789.80

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

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

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

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

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

(ii) Child Care Certificate; or

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

(iv) Mothercraft Nurse; or

(v) a teaching qualification; or

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

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

(i) Bachelor of Arts (Recreation); or

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

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

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

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

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

(i) 12 months service at each Step; and

(ii) satisfactory performance at each Step.

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

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

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

(4)

	$E12 Jun 96.	$F22 Aug 96	A.S.N.A.	TOTAL WAGE$
Co-ordinator - Level One				
Step I	591.50	591.50	198.30	789.80
Step II	619.60	619.60	198.30	817.90
Step III	642.10	642.10	198.30	840.40
Step IV	659.55	672.60	196.30	868.90
Step V	684.70	704.00	196.30	900.30
Co-ordinator - Level Two				
Step I	659.60	672.60	196.30	868.90
Step II	687.85	704.00	196.30	900.30
Step III	709.85	729.50	196.30	925.80
Step IV	719.70	744.30	196.30	940.60

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

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

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

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

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

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

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

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

(i) 12 months service at each Step; and

(ii) satisfactory performance at each Step.

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

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

(6) Junior Rates

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

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

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

(8) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the year of employment at which the employee is appointed and paid.

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

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

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

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

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

2009 WAIRC 00772

Child Care (Subsidised Centres) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

11. - WAGES

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

			$ (Per Week)	A.S.N.A. $	TOTAL WAGE
(1)	(a)	Child Care Support Employee - Grade One - Cleaner	412.60	196.30	608.90
		Child Care Support Employee - Grade One - Kitchen Hand	419.30	196.30	615.60
		Child Care Support Employee - Grade Two			
		Step I	423.50	196.30	619.80
		Step II	431.80	196.30	628.10
		Child Care Giver			
		Step I	412.60	196.30	608.90
		Step II	422.00	196.30	618.30
		Step III	431.50	196.30	627.80
		Step IV	441.00	196.30	637.30
		E Worker			
		Step I			653.50
		Step II			661.50
		Qualified Child Care Giver			
		Step 1A	488.00	198.30	686.30
		Step 1B	506.00	198.30	704.30
		Step II	520.40	196.30	716.70
		Step III	534.60	196.30	730.90
		Step IV	549.10	196.30	745.40
	(b)	Assistant Director - Grade One			
		Step I	556.90	196.30	753.20
		Step II	562.40	196.30	758.70
		Step III	570.00	198.30	768.30
		Assistant Director - Grade Two			
		Step I	562.40	196.30	758.70
		Step II	570.00	198.30	768.30
		Step III	577.50	198.30	775.80
		Assistant Director - Grade Three			
		Step I	570.00	198.30	768.30
		Step II	577.50	198.30	775.80
		Step III	591.50	198.30	789.80

		$ (Per Week)	A.S.N.A. $	TOTAL WAGE
(c)	Childrens Programme - Co-ordinator (Family Centre)			
	Step I	506.00	198.30	704.30
	Step II	519.60	196.30	715.90
	Step III	549.10	196.30	745.40
	Step IV	572.60	198.30	770.90
	Step V	598.10	198.30	796.40
	Step VI	621.70	198.30	820.00
	Step VII	651.20	198.30	849.50
	Step VIII	683.60	196.30	879.90
(d)	Qualified Occasional Care/Limited Time (State Government)			
	Step 1A	15.62	5.28	20.90
	Step 1B	16.19	5.28	21.47
	Step II	16.65	5.28	21.93
	Step III	17.11	5.28	22.39
	Step IV	17.57	5.28	22.85

(EDIT NOTE: The calculation of the A.S.N.A. hourly amount in (d) is ($ increase)/37.5 hours) rounded to the nearest cent.)

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

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

(ii) satisfactory performance at each step.

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

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

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

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

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

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

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

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

(3) Pre-School Teachers:

(a) Salary Level	$ (per annum)	A.S.N.A.$	$ (TOTAL WAGE)	$ (per week)
Step I	27105	10241	37346	715.90
Step II	28644	10241	38885	745.40
Step III	29975	10345	40320	772.90
Step IV	31201	10345	41546	796.40

(a) Salary Level—*continued*	$ (per annum)	A.S.N.A.$	$ (TOTAL WAGE)	$ (per week)
Step V	32432	10345	42777	820.00
Step VI	33971	10345	44316	849.50
Step VII	35661	10240	45901	879.90
Step VIII	37044	10240	47284	906.40
Step IX	38171	10240	48411	928.00
Step X	39710	10240	49950	957.50
Step XI	41243	10240	51483	986.90

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

Enter Step I

Exit Step VII

(c) Teacher holding:

(i) University degree and Diploma of Education; or

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

(iii) Bachelor of Education degree

Enter Step III

Exit Step XI

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

Enter Step IV

Exit Step XI

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

	$ (per week)	$ (A.S.N.A.)	$ (TOTAL WAGE)
Step I	591.50	198.30	789.80
Step II	619.50	198.30	817.80
Step III	642.10	198.30	840.40
Step IV	672.60	196.30	868.90
Step V	704.00	196.30	900.30
Step VI	729.50	196.30	925.80
Step VII	744.30	196.30	940.60
Step VIII	782.60	196.30	978.90
Step IX	811.00	196.30	1007.30

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

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

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

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

Enter Step I

Exit Step IV

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

Enter Step III

Exit Step VI

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

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

Enter Step III

Exit Step VI

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

Enter Step V

Exit Step VIII

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

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

Enter Step V

Exit Step VIII

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

Enter Step VII

Exit Step IX

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

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

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

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

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

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

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

(ii) satisfactory performance at each step.

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

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

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

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

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

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

2009 WAIRC 00773

Child Care Workers (Education Department) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any

equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

14. - SALARIES

(1) (a) The total minimum award wage payable includes the base rate and arbitrated safety net adjustments payable on and from the commencement of the first pay period on or after 1 October 2009.

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
1st year of employment	19045	12743	31788
2nd year of employment	21002	12743	33745
3rd year of employment	22084	12848	34932
4th year of employment	23163	12848	36011
5th year of employment	24233	12744	36977

(b) Consistent with the requirements of the December 1993 State Wage Decision, the Arbitrated Safety Net Adjustment is absorbable to the extent of any equivalent amount in rates of pay (whether award, or overaward or enterprise agreement) in excess of the relevant minimum rates (classification rate and supplementary payment) established through the Minimum Rates Adjustment process.

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

(2) For the purpose of adjustment and payment the weekly salary shall be calculated as 1/52nd and 1/6th of the annual salary, the fortnightly salary as 1/26th and 1/12th of the annual salary and the monthly salary as 1/12th of the annual salary.

(3) An employee left in charge of pupils for a full session or more shall be paid no less than the rate applicable to a Child Care Worker in her 5th year of employment for the whole period she is in charge.

(4) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the 'year of employment' at which an employee is appointed and paid.

(5) An employee may be employed as a casual if that employment is for a period of less than four weeks, in which case the employee shall be paid a loading of 27 percent in addition to her base rate in lieu of the provisions of Clauses 7. - Holidays, 8. - Annual Leave Loading, 9. - Sick Leave and 12. - Long Service Leave of this award.

(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

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2009 WAIRC 00774

Children's Services (Government) Award 1989

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

16. - SALARIES AND WAGES

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

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

(a) Qualified Child Care Giver

	Column A$(Per Week)	Column B$(Per Week)
Step IA	686.30	659.94
Step IB	704.30	677.08
Step II	716.70	688.88
Step III	730.70	702.21
Step IV	745.40	716.20

(b) Senior Qualified Child Care Giver

Column A*

Base Rate$	Arbitrated Safety Net Adjustments$	Total Rate$
545.50	244.30	789.80

(* Interim adjustment pending further hearings and adjustments)

(c) Senior Qualified Child Care Giver

Column B*

Base Rate$	Arbitrated Safety Net Adjustments$	Total Rate$
519.26	239.54	758.80

(* Interim adjustment pending further hearings and adjustments)

(d) Child Care Giver

	Column A $	Column B $
Step I	620.85	597.64
Step II	628.85	605.25
Step III	636.45	612.49
Step IV	647.10	622.63

(f) Child Care Support Employee

	Column A $	Column B $
1st year of experience	624.20	600.83
2nd year of experience	632.00	608.25
3rd year of experience	639.70	615.58
4th year of experience	649.90	625.29

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

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

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

(b) satisfactory performance at each step.`

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

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

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

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

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

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

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

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

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

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

(11) Deleted

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

(13) DEFINITIONS AND SKILL DESCRIPTORS

(a) **Child Care Support Employee**

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

Skill Descriptor: Such an employee may:

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

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

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

(b) **Child Care Giver**

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

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

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

- Maintain a clean, hygienic environment

- Maintain and attend to personal hygiene of children

- Attend to nutritional needs of children

- Respond to child's apparent ill -health

- Respond to accident, emergency or threat

- Implement routines which enhance well being

- Interact positively and appropriately with children

- Participate in the planning and preparation of programmes

- Assist to prepare an environment based on programme requirements

- Assist in the implementation of programmes

- Contribute to team approach

- Seek to further professional development

- Liaise appropriately with parents

- Uphold the Centre's philosophy

- Participate in appropriate administrative process

- Contribute to maintenance and care of buildings and equipment

- Implement Centre policies and procedures.

- Assisting in the facilitation of programmes suited to the needs of individual children and groups

- Provide input to trained staff by observations of individuals children and groups

- Work under direction with individual children with special needs.

(c) Qualified Child Care Giver:

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

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

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

- Ensure the Centre or Service's policies are adhered to

- Ensure the maintenance of a safe working environment

- Display various methods and techniques of child management and where appropriate guide the Child Care Giver in the same

- Direct other staff members as required

- In conjunction with the Coordinator or Senior Qualified Child Care Giver or Medical staff develop, implement, monitor and review developmental programmes

- Display an ability to relate to people from various multicultural backgrounds

- Assist the Coordinator or Senior Qualified Child Care Giver with the assessment of students on placement

- Where appointed work as the person in charge of a group of children in the age range 0-6 years

- Possesses observational skills in excess of an experience Child Care Giver and the ability to programme for a child's development based on these observations. Where appropriate undertake developmental assessments.

- Participate in a team approach to deliver of the programme and if appropriate advise Child Care Givers on reasons for the programme

- Possesses the ability to formulate and implement a child's special needs programme

- Liaise with parents

- Initiate changes to the children's programmes including special needs programmes

- Develop, implement, evaluate and maintain daily routines independently

- Provide advice to Coordinator, Senior Qualified Child Care Giver or Medical staff on the needs of the service.

- Demonstrate the ability to impart knowledge and skills where appropriate to parents, students, and/or other members of the health care team and referral agencies.

- Where appropriate provide support to the family, the support network, and other health professionals.

- Where appropriate, conduct visits to clients home to undertake developmental assessments

(d) Senior Qualified Child Care Giver

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

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

- To co-ordinate the developmental programme(s) or therapeutic milieu

- To take referrals from professional health agencies.

- To explain the function and role of the service to other agencies and professional individuals.

- To supervise in-service training of staff.

- Where appropriate initiate programmes for parent/child activity groups.

- Where appropriate liaise with specialist staff (internal and external) on appropriate programmes for children with special needs.

- Participate in In-service education.

- Identification budgetary expenses for service including fund-raising where required.

- Ensure the daily operation of the centre complies with Licensing Regulations where appropriate.

- Handle child care enrolment enquiries and allocate places in accordance with Policy where appropriate.

- Act as a positive role model and care giver for staff, parents, students and children.

- Direct and supervises the duties of support staff, volunteers and students, and ensures that appropriate standards in care are maintained at all times.

- Arrange the placement and/or maintenance of the centres equipment, furnishing, toys and consumable materials as required.

- Where appropriate collect fees, issue receipts and forward monies to appropriate officer.

- Select short-term relief staff as required and assist with appointment and orientation of child care staff.

- To conduct staff meetings and attends other relevant meetings.

- To encourage team-work amongst staff.

- Operate within the requirements of Government Legislation, Regulations and relevant Industrial Awards.

- To provide leadership and direction for other staff.

2009 WAIRC 00775

Children's Services (Private) Award 2006

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

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

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

22. - WAGES

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

	Classification	Pay Level	Relativity to C10	Per week $
(a)	Children Services Employee Level 1			
	Grade One			
	Cleaner	1.1	90.6%	608.90
	Kitchen Hand	1.2	91.7%	615.60
	Grade Two (Cook/Gardener)			
	On commencement	1.3	92.5%	619.80
	after 1 year in the industry	1.4	93.9%	628.10
(b)	Children Services Employee Level 2			
	on commencement	2.1	90.6%	608.90
	after 1 year in the industry	2.2	92.2%	618.30
	after 2 years in the industry	2.3	93.9%	627.80
	after 3 years in the industry	2.4	95.5%	637.30
	E worker			
	on commencement	2.5	98.3%	653.50
	after 1 year in the industry	2.6	99.6%	661.50
(c)	Children Services Employee Level 3			
	on commencement	3.1	100.0%	663.50
	after 1 year in the industry	3.2	105.0%	686.50
	after 2 years in the industry	3.3	110.0%	708.00
	CSE Level 3 holding AQF Certificate IV	3.4	115.0%	726.10
	CSE Level 3 holding AQF Diploma in Children's Services or CSE Level 3 who is an E Worker	3.5	Note 1	747.35

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

			Relativity to C5	
(d)	Children Services Employee Level 4			
	on commencement	4.1	100.0%	786.70
	after 1 year in the industry	4.2	102%	798.50
	after 2 years in the industry	4.3	104%	810.20
(e)	Children Services Employee Level 5			
	on commencement	5.1	106.1%	822.60
	after 1 year in the industry	5.2	108.1%	834.40
	after 2 years in the industry	5.3	110.1%	846.10
	Note: An Assistant Director who holds an Advanced Diploma (AQF 6) must be paid no less than	5.4	Note 2	849.20

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

(f)				
	Children Services Employee Level 6			
	Grade 1			
	on commencement	6.1	128.6%	953.00
	after 1 year in the industry	6.2	130.6%	964.75
	after 2 years in the industry	6.3	132.6%	976.50
	Grade 2			
	on commencement	6.4	138.7%	1012.40
	after 1 year in the industry	6.5	140.3%	1021.80
	after 2 years in the industry	6.6	142.3%	1033.60
	Grade 3			
	on commencement	6.7	144.4%	1045.90
	after 1 year in the industry	6.8	146.4%	1057.70
	after 2 years in the industry	6.9	148.4%	1069.50
Note 3**:**	A Director or Assistant Director who holds a Graduate Certificate in Child Care Management or equivalent will be paid an all-purpose allowance, calculated at 5% of the weekly rate for Assistant Director (Pay Level 5.3) ie			42.00

(g)	Pre-School Teachers			
	Step I	7.1	94.1%	754.80
	Step II	7.2	100.0%	786.70
	Step III	7.3	105.5%	818.50
	Step IV	7.4	110.2%	843.90
	Step V	7.5	114.9%	867.50
	Step VI	7.6	120.8%	899.40
	Step VII	7.7	127.2%	934.50
	Step VIII	7.8	132.5%	963.10
	Step IX	7.9	137.2%	988.70
	Step X	7.10	143.1%	1020.60
	Step XI	7.11	149.0%	1052.40

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

(2) Acting Positions

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

(3) Incremental Progression

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

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

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

- the employee is notified in writing as to the reasons for the deferral;
- the employee has, in the twelve months leading to the appraisal, been provided with in-service training required to attain a higher pay point;

- following any deferral, the employee is provided with the necessary training in order to advance to the next level.

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

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

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

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

(4) Junior Rates

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

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

(5) Arbitrated Safety Net Adjustments

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

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

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

(6) Translation arrangements and Savings provision

(a) Savings

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

(b) Commencement

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

(c) Translation

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

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

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

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

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

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

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

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

(iii) From the first full pay period to commence on or after 23 March 2007, the employee must be paid a further $20 a week extra or the appropriate classification rate for the employee ("the third instalment").

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

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

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

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

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

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

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

2009 WAIRC 00776

Children's Services Consent 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

22. - WAGES

The minimum weekly rate of wage payable to persons employed pursuant to this award shall be:

		$(Per Week)	A.S.N.A.$	TOTAL WAGE$
(1)	Child Care Support Employee - Grade One - Cleaner	412.60	196.30	607.90
	Child Care Support Employee - Grade One - Kitchen Hand	419.30	196.30	615.60
	Child Care Support Employee - Grade Two			
	Step I	423.50	196.30	619.80
	Step II	431.80	196.30	628.10
	Child Care Support Employee - Grade Three			
	Step I	443.40	196.30	639.70
	Step II	482.90	198.30	681.20
	Step III	503.00	198.30	701.30

	$(Per Week)	A.S.N.A.$	TOTAL WAGE$
Step IV	522.30	196.30	718.60
Step V	549.10	196.30	745.40
Child Care Giver			
Step I	412.60	196.30	608.90
Step II	422.00	196.30	618.30
Step III	431.50	196.30	627.80
Step IV	441.00	196.30	637.30
E Worker			
Step I			653.50
Step II			661.50
Qualified Child Care Giver			
Step IA	488.00	198.30	686.30
Step IB	506.00	198.30	704.30
Step II	520.40	196.30	716.70
Step III	534.60	196.30	730.90
Step IV	549.10	196.30	745.40
Assistant Director Grade One			
Step I	556.90	196.30	753.20
Step II	562.40	196.30	758.70
Step III	570.00	198.30	768.30
Assistant Director Grade Two			
Step I	562.40	196.30	758.70
Step II	570.00	198.30	768.30
Step III	577.50	198.30	775.80
Assistant Director Grade Three			
Step I	570.00	198.30	768.30
Step II	577.50	198.30	775.80
Step III	591.50	198.30	789.80

(2) (a) Except as provided hereunder, in paragraphs (b) and (d) of this subclause progression from step to step for Child Care Support Employees Grade One, Two and Three, Child Care Giver, Qualified Child Care Giver, Assistant Director Grade One, Assistant Director Grade Two, Assistant Director Grade Three and Pre-School Teacher will be contingent upon:

(i) 12 months' service at each step; and

(ii) satisfactory performance at each step.

(b) An employee employed as a Child Care Giver on completion of an introductory child care course shall immediately progress by one additional step beyond that previously determined in accordance with paragraph (a) of this subclause. Additional steps shall be determined in accordance with paragraph (a) of this subclause.

(c) An employee under the age of 21 years who is employed as a child care giver shall be paid a percentage of the rate applicable to an adult employee, taking into account the provisions for progression specified in paragraphs (a) and (b) of this subclause. The percentages of the adult rate shall be:

	% of adult rate
At or under 16 years of age	50
At 17 years of age	60
At 18 years of age	75
At 19 years of age	85
At 20 years of age	95
Thereafter the adult rate	

(ca) An employee who is identified as an E Worker shall be a person who is required to exercise supervision of an infant or toddler area in accordance with the Community Services (Child Care) Regulations (“the Regulations”) 1988. At the completion of twelve months satisfactory service that person shall be paid the Step II rate.

(d) An employee at Step IA Qualified Child Care Giver shall be a person with no previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.

(e) An employee at Step IB Qualified Child Care Giver shall be a person with previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.

(f) A person who is appointed Assistant Director Grade One, Assistant Director Grade Two or Assistant Director Grade Three will be appointed in accordance with the relevant grades outlined in subclause (4) of Clause 27. - Classification Definitions and Skill Descriptors of this award, provided that an employer may appoint an Assistant Director to a higher grade.

(g) Where an employee is appointed to act as the Director of a Centre for more than four days, they shall be paid for the whole of that period as Director according to their level of qualification.

(3) Pre-School Teachers:

(a) Salary Level	$(Per Annum)	$A.S.N.A.	$TOTAL WAGE	$(Per Week)
Step I	27105	10241	37346	715.90
Step II	28644	10241	38885	745.40
Step III	29975	10345	40320	772.90
Step IV	31201	10345	41546	796.40
Step V	32432	10345	42777	820.00
Step VI	33971	10345	44316	849.50
Step VII	35661	10240	45901	879.90
Step VIII	37044	10240	47284	906.40
Step IX	38171	10240	48411	928.00
Step X	39710	10240	49950	957.50
Step XI	41243	10240	51483	986.90

(4) Director: The definitions and gradings of this classification are contained in Clause 27. - Classification Definitions and Skill Descriptors of this award.

(a)	$(Per Week)	$A.S.N.A.	$TOTAL WAGE
Step I	591.50	198.30	789.80
Step II	619.50	198.30	817.80
Step III	642.10	198.30	840.40
Step IV	672.60	196.30	868.90
Step V	704.00	196.30	900.30
Step VI	729.50	196.30	925.80
Step VII	744.30	196.30	940.60
Step VIII	782.60	196.30	978.90
Step IX	811.00	196.30	1007.30

(b) A Director will be graded in accordance with paragraph (c) and (d) of this subclause.

(c) Within the grades of Director the following categories of progression shall apply:

(i) Director Grade One (as defined in Clause 27 of this award):

- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):

Enters Step I

Exits Step IV

- a Director with four year training (as defined in paragraph (e) of this subclause):

Enters Step III

Exits Step VI

(ii) Director Grade Two (as defined in Clause 27 of this award):

- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):

Enters Step III

Exits Step VI

- a Director with four year training (as defined in paragraph (e) of this subclause):

Enters Step V

Exits Step VIII

(iii) Director Grade Three (as defined in Clause 27 of this award):

- a Director with two year or three year training (as defined in paragraph (e) of this subclause):

Enters Step V

Exits Step VIII

- a Director with four year training (as defined in paragraph (e) of this subclause):

Enters Step VII

Exits Step IX

(d) In addition to the grading, level of training and experience relevant to determining the appropriate rate of pay for a Director an employer may advance a Director beyond the steps/increments provided for, taking into account such factors as:

(i) number of sites supervised, size of centre(s), including number of places centre(s) licensed to cover and/or total number of children taken into care; and/or

(ii) hours of operation of the centre; and/or

(iii) other factors relevant to the exercise of increased skills and responsibilities by the Director.

(e) "Two year, three year and four year trained" refers to a tertiary or post secondary qualification which is relevant to the position of Director. Where there is a dispute as to whether a qualification is relevant to the position of Director it shall be determined by the Western Australian Industrial Relations Commission.

(f) Except as provided in paragraph (d) of this subclause progression from step to step for Director will be contingent upon:

(i) 12 months' service at each step; and

(ii) satisfactory performance at each step.

(5) On ceasing employment with an employer, the employee shall be given a written statement of their current Level or Grade and Step if appropriate and the date of commencement at that Level or Grade and Step to be passed on to the next employer.

(6) It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the minimum rates adjustments.

(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

(8) Wage relativities in the Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917) and the establishment of a Key Minimum Classification Rate for the Qualified Child Care Giver (73 WAIG 101).

2009 WAIRC 00777

Cleaners and Caretakers (Car and Caravan Parks) Award 1975

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

24. - WAGES

The minimum rate of wage payable under this award shall be as follows:

			Base Rate	Arbitrated Safety Net Adjustments	Award Rate
			$	$	$
(1)	(a)	Adult Employees			
		Caretaker	357.20	244.30	601.50
		Cleaner	340.60	244.30	584.90
		Watchman	338.30	244.30	582.60
		Parking Attendant	336.10	244.30	580.40

(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.

(2) Junior Workers: Junior workers shall be paid the prescribed percentage of the adult rate for the class of work on which they are engaged:

	%
Under 17 years of age	50
At 17 years and under 18 years of age	60
At 18 years and under 19 years of age	70
At 19 years and under 20 years of age	80
At 20 years and under 21 years of age	90

(3) Casual Workers: A casual worker shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he or she is employed.

(4) Leading Hands: Any employee in charge of other employees shall be paid in addition to the appropriate wage prescribed, the following:

		Per Week $
(a)	if placed in charge of not less than three and not more than six other employees	14.20
(b)	if placed in charge of more than six and not more than ten other employees	25.30
(c)	if placed in charge of more than 10 and not more than 15 other employees	31.60
(d)	if placed in charge of more than 15 and not more than 20 other employees	38.40
(e)	if placed in charge of more than 20 other employees	49.30

2009 WAIRC 00778

Cleaners and Caretakers (Government) Award 1975

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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

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 to the minimum adult award wage.

4.1.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

4.1.10 Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

4.2. - RATES OF PAY

4.2.1 Subject to 4.2.3, the minimum weekly rate of wage payable to employees covered by this award shall be as per the provisions comprising:

(a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or

(b) Part B – Expired Industrial Agreement Wages;

whichever are the greater.

4.2.2 Subject to 4.2.3, the wage rates to apply for the purpose of the no-disadvantage test under the *Industrial Relations Act 1979* shall be as per the provisions comprising:

(a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or

(b) Part B – Expired Industrial Agreement Wages;

whichever are the greater.

4.2.3 The rates contained in Part B – Expired Industrial Agreement Wages shall only apply to the employees and employers who are respondent to the Government Services (Miscellaneous) General Agreement 2005 (AG 7/05), as replaced from time to time.

PART A – WAGES ADJUSTED BY ARBRITRATED SAFETY NET ADJUSTMENTS

4.2.4 Subject to 4.2.1, 4.2.2 and 4.2.3, the weekly rate of wage payable to employees covered by this award, excluding those who are employed by the Department of Education and Training, shall be as follows.

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
Level One			
Comprehends the following classes of work:			
Attendant			
Cleaner			
1st year	370.10	244.30	614.40
2nd year	374.10	244.30	618.40
3rd year & thereafter	378.30	244.30	622.60
Level Two			
Comprehends the following classes of work:			
Home Economics Assistant			
Car Park Attendant			
Window Cleaner			
1st year	377.30	244.30	621.60
2nd year	381.30	244.30	625.60
3rd year & thereafter	385.10	244.30	629.40
Level Three			
Comprehends the following classes of work:			
Caretaker			
Estate Attendant (Homeswest) Grade 1			
1st year	388.10	244.30	632.40
2nd year	391.90	244.30	636.20
3rd year & thereafter	395.80	244.30	640.10
Level Four			
Comprehends the following classes of work:			
Estate Attendant (Homeswest) Grade 2			
1st year	399.60	244.30	643.90
2nd year	403.40	244.30	647.70
3rd year & thereafter	407.30	244.30	651.60
Level Five			
Comprehends the following classes of work:			
Janitor			
Security Officer			
1st year	404.10	244.30	648.40
2nd year	408.10	244.30	652.40
3rd year & thereafter	412.10	244.30	656.40
Office Attendant (Homeswest)			
1st year	395.70	244.30	640.00
2nd year	403.50	244.30	647.80
3rd year & thereafter	413.70	244.30	658.00
Level Six			
Comprehends the following classes of work:			
Court Usher			
1st year	417.80	246.30	664.10
2nd year	423.00	246.30	669.30

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
3rd year & thereafter	427.20	246.30	673.50
Level Seven			
Comprehends the following classes of work			
Estate Attendant (Homeswest) Grade 3			
Foreperson			
1st year	430.40	246.30	676.70
2nd year	434.30	246.30	680.60
3rd year & thereafter	438.40	246.30	684.70

4.2.5 Supervision allowance

Employees employed under 4.2.4, other than Forepersons and Estate Attendants Homeswest (Grade 2 and 3), placed in charge of others shall be paid the following weekly allowance in addition to the rate prescribed for their class of work:

	$
1 to 5 employees	7.11
6 to 10 employees	12.65
11 to 15 employees	15.81
16 to 20 employees	21.82
Over 20 (for each additional employee)	0.24

The rates of pay in 4.2.4 include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in 4.2.4, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

4.2.6 Subject to 4.2.1, 4.2.2 and 4.2.3, the weekly rate of wage payable to employees covered by this award who are employed by the Department of Education and Training shall be as follows.

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
Level One			
Comprehends the following classes of work:			
Cleaner for initial 12 months of employment	370.10	244.30	614.40
Level Two			
Comprehends the following classes of work:			
Cleaner			
1st year	374.10	244.30	618.40
2nd year	377.40	244.30	621.70
3rd year & thereafter	380.60	244.30	624.90
Level Three			
Comprehends the following classes of work:			
Cleaner in Charge (of one to six employees inclusive)			
Home Economics Assistant			
1st year	381.00	244.30	625.30
2nd year	385.00	244.30	629.30

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Award Wage $
3rd year & thereafter	389.20	244.30	633.50
Level Four			
Comprehends the following classes of work:			
Cleaner in Charge (of seven to ten employees inclusive)			
Caretaker of Schools (employing seven to ten employees inclusive)			
1st year	390.20	244.30	634.50
2nd year	393.80	244.30	638.10
3rd year and thereafter	398.00	244.30	642.30
Level Five			
Comprehends the following classes of work:			
Cleaner in charge (of eleven or more employees)			
Caretaker of Schools (employing eleven or more employees)			
1st year	402.20	244.30	646.50
2nd year	406.00	244.30	650.30
3rd year & thereafter	409.90	244.30	654.20
Level Six			
Comprehends the following classes of work:			
Cleaner in Charge of TAFE Campuses			
Foreperson (Cleaning)			
1st year	433.30	246.30	679.60
2nd year	438.60	246.30	684.90
3rd year & thereafter	442.90	246.30	689.20

4.2.7 The rates of pay in 4.2.6 include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in 4.2.6, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

PART B – EXPIRED INDUSTRIAL AGREEMENT WAGES

4.2.8 The wage rates contained in 4.2.9, 4.2.11 and 4.2.12 have been incorporated from the Government Services (Miscellaneous) General Agreement 2005 (AG 7/05), are applicable to some employees covered by this award, and are not to be subject to arbitrated safety net adjustments.

4.2.9 Subject to 4.2.1, 4.2.2 and 4.2.3, the weekly rate of wage payable to employees covered by this award, except those employed by Department of Education and Training, shall be as follows.

	Wage rate (not to be subject to ASNAs) $
Level One	
Attendant	
Cleaner	
1st year	554.50
2nd year	560.10
3rd year & thereafter	565.70

	Wage rate (not to be subject to ASNAs) $
Level Two	
Home Economics Assistant	
Car Park Attendant	
Window Cleaner	
1st year	564.40
2nd year	569.80
3rd year & thereafter	575.00
Level Three	
Caretaker	
Estate Attendant (Homeswest) Grade 1	
1st year	579.10
2nd year	584.20
3rd year & thereafter	589.60
Level Four	
Estate Attendant (Homeswest) Grade 2	
1st year	594.70
2nd year	600.00
3rd year & thereafter	605.20
Level Five	
Janitor	
Security Officer	
1st year	600.90
2nd year	606.20
3rd year & thereafter	611.80
Office Attendant (Homeswest)	
1st year	589.50
2nd year	600.10
3rd year & thereafter	613.80
Level Six	
Court Usher	
1st year	619.50
2nd year	626.60
3rd year and thereafter	632.20
Level Seven	
Estate Attendant (Homeswest) Grade 3	
1st employment	636.60
2nd employment	642.00
3rd year & thereafter	647.50

4.2.10 Supervision allowance

Employees employed under 4.2.9, other than Forepersons and Estate Attendants Homeswest (Grade 2 and 3), placed in charge of others shall be paid the weekly supervision allowance provided for in 4.2.5 in addition to the rate prescribed for their class of work.

4.2.11 (a) Subject to 4.2.1, 4.2.2 and 4.2.3, the weekly rate of wage payable to employees covered by this award who are employed by the Department of Education and Training shall be as follows.

		Wage rate (not to be subject to ASNAs) $
Level Two		
	2.1	554.50
	2.2	560.10
	2.3	564.50
	2.4	569.00
Level Three		
Cleaner working alone		
Assistant Cleaner in Charge		
	3.1	569.40
	3.2	574.90
	3.3	580.50
Level Four		
Cleaner in Charge with supervisory responsibility in a school with a cleanable internal area of up to 7000m2		
	4.1	582.00
	4.2	586.90
	4.3	592.60
Level 6		
Cleaner in Charge with supervisory responsibility in a school with a cleanable internal area 7000m2 and over		
	6.1	640.50
	6.2	647.70
	6.3	653.60

(b) The classifications in 4.2.11(a) correspond to the classifications in 4.2.6 as follows:

Classifications in 4.2.11(a)	Classifications in 4.2.6
Level 2.1	Level 1
Level 2.2	Level 2 – 1st year
Level 2.3	Level 2 – 2nd year
Level 2.4	Level 2 – 3rd year
Level 3.1	Level 3 – 1st year
Level 3.2	Level 3 – 2nd year
Level 3.3	Level 3 – 3rd year
Level 4.1	Level 4 – 1st year
Level 4.2	Level 4 – 2nd year
Level 4.3	Level 4 – 3rd year
Level 6.1	Level 6 – 1st year
Level 6.2	Level 6 – 2nd year
Level 6.3	Level 6 – 3rd year

(c) There is no corresponding classification in 4.2.11(a) for Level 5 employees in 4.2.6.

4.2.12 (a) Subject to 4.2.1, 4.2.2 and 4.2.3, the weekly rate of wage payable to home economic assistants covered by this award who are employed by TAFE Colleges shall be as follows.

	Wage rate (not to be subject to ASNAs) $
Level 1.1	$549.60
Level 1.2	$615.20
Level 1.3	$632.10
Level 1.4	$649.00
Level 2.1	$615.00

	Wage rate (not to be subject to ASNAs)
	$
Level 2.2	$685.90
Level 2.3	$699.20
Level 2.4	$718.90

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Cleaners and Caretakers Award, 1969

3.1. - WAGES

3.1.1 The minimum total rate of wage payable under this award shall be as follows:

(1)

Classification	Base Rate	Arbitrated Safety Net Adjustment	Award Rate
	$	$	$
Attendant	331.70	244.30	576.00
Lift Attendant	336.10	244.30	580.40
Security Guard	338.30	244.30	582.60
Rest Room/Toilet Attendant	338.80	244.30	583.10
Security Guard / Cleaner	339.40	244.30	583.70
Cleaner	340.60	244.30	584.90
Window Cleaner	346.10	244.30	590.40
Security Guard (mobile)	354.20	244.30	598.50
Caretaker	357.20	244.30	601.50

(2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Junior Employees -

Junior employees shall be paid the prescribed percentage of the adult rates for the class of work on which they are engaged.

	%
Under 16 years of age	40
16 to 17 years of age	50
17 to 18 years of age	60
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

3.1.2 Casual Employees -

The ordinary hourly rate for a casual employee shall be calculated on the basis of a 20% loading in addition to the ordinary hourly rate for the classification in which they are employed.

3.1.3 Leading Hands -

Any employee in charge of other employees shall be paid in addition to the appropriate wage prescribed, the following –

	Number of Employees Supervised	Per Week
(1)	If placed in charge of not less than three and not more than six other employees	14.20
(2)	If placed in charge of not less than six and not more than 10 other employees	25.30
(3)	If placed in charge of not less than 10 and not more than 15 other employees	31.50
(4)	If placed in charge of not less than 15 and not more than 20 other employees	38.40
(5)	If placed in charge of more than 20 other employees	49.50

3.1.4 The hourly rate shall be calculated by dividing weekly rate in 3.1.1 and 3.1.2 by 38.

3.2. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00780

Clerks (Unions and Labor Movement) Award 2004

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

13. – CLASSIFICATIONS AND WAGE RATES

(1) Grading structure

(a) Advising employees of grading

(i) All employees covered by this award shall be graded according to the grading structure set out in this clause. Employers shall advise in writing their employees on engagement of their grading and of any changes to their grading.

(ii) Employees shall be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out in the Grade descriptors.

(iii) This classification structure will not be used to assess the award wage rate of any person who is a proprietor, director, or manager of a company, business or undertaking, or any person to whom has been delegated the right to engage and terminate the employment of other employees.

(iv) Employees may be required to train other employees in the skills of their own grade, or grades below their own, by means of personal instruction and demonstration.

(b) Employees disputing grading

(i) An employee can dispute any grading or new grading made in accordance with subclause (1) hereof by advising the employer in writing.

(ii) If this dispute cannot be resolved by the employer and employee in a reasonable time it will be dealt with in accordance with the dispute resolution procedure in this award.

(2) Classifications and wage rates

(a) Grade 1 clerical assistant

Adults Weekly award rate	
First year of experience at this grade	$603.10
Second year of experience at this grade	$616.90
Third year of such experience and thereafter	$628.50

(i) Employees in this grade perform and are accountable for clerical and office tasks as directed within the skill levels set out. They work within established routines, methods and procedures. Supervision is routine or direct.

(ii) Machine operation - skill level 1

Operate telephone/intercom systems (eg Commander type), telephone answering machines, facsimile machines, photocopiers, franking machines, guillotines, calculator and adding machines, paging system, typewriter and telex machines.

(iii) Computer - Skill Level 1

Use knowledge of keyboard and basic menu-driven options and function keys to enter, retrieve and print data; use printer. Use of safe and correct opening and closing down procedures.

(iv) Information handling skills - skill level 1

Receive, sort, open, distribute incoming mail, process outgoing mail, receive incoming and dispatch outgoing courier mail, deliver messages and documents to appropriate persons/locations; Work with established filing/records system in accordance with set procedures including creating and indexing new files, distributing files/publications within the organisation as requested; monitoring file locations. Prepare and collate documents, take telephone messages; Transcribe information into records, sort and file documents/records accurately in correct locations/sequence using an established filing system.

(v) Enterprise/industry, specialist skills - skill level 1

Acquire and apply a limited knowledge of office procedures and requirements. Relay internal information.

(vi) Business/Financial - skills level 1

Sort, process and record original source financial documents (e.g. invoices, cheques, correspondence) on a daily basis.

(b) Grade 2 clerical officer

Adults Weekly award rates	
First year of experience at this grade	$639.00
Second year of experience at this grade	$643.10
Third year of experience at this grade and thereafter	$649.00

(i) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 1. They are responsible and accountable for their own work, which is performed within established routines, methods and procedures. Supervision is general.

(ii) Technical Skills

Machine Operation - skill level 2

Operate switchboard (PABX system).

Keyboard Typing - skill level 1

Produce documents using standard formats at 25 wpm with 98% accuracy.

Computer - skill level 2

Manipulate previously created data bases, spreadsheets/worksheets; calculate alphanumerical and related information to perform routine tasks and generate simple reports.

Word Processing - skill level 1

Produce simple and routine documents using keyboard skills within designated timeframes.

(iii) Information handling skills - skill level 2

Maintain mail register and records. Use and maintain established filing/records systems in accordance with set procedures including creating and indexing new files, distributing files within the organisation as requested, monitoring file locations.

(iv) Enterprise/industry, specialist skills - skill level 2

Acquire and apply a working knowledge of office or sectional operating procedures and requirements. Interpret and action information supplied. Acquire and apply a working knowledge of the organisation's structure and personnel in order to deal with inquiries at first instance, locate appropriate staff in different sections, relay internal information, respond to or redirect inquiries, greet visitors.

(v) Business/financial skills - skill level 1

Assist in the maintenance of financial records and journals, including checks and authorisation. Maintain and record petty cash, prepare bank deposits and withdrawals banking; Check time and wage records.

(c) Grade 3 clerical officer

Adults Weekly award rates

First year of experience at this grade	$656.50
Second year of experience at this grade	$663.50

(i) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 2. They are responsible and accountable for their own work, which is performed within established guidelines, they exercise limited discretion within the range of their skill and knowledge. Supervision is limited. Employees holding a Certificate of Office & Secretarial Studies (TAFE) or accredited equivalent and who are required to use skills and perform tasks within the range of skills in Grade 3 shall be graded at Grade 3 or above.

(ii) Technical Skills

Machine Operation - skill level 3

Operate computerised radio telephone equipment, dictaphone equipment or other equipment of equal complexity.

Computer - skill level 3

Use one or more software application package(s) to operate and populate a database, spreadsheet/ worksheet to achieve a desired result; graph previously prepared spreadsheet; use simple menu utilities. Following standard procedures to template for the preceding functions using existing models/fields of information. Create, maintain and generate simple reports.

Keyboard Typing - skill level 2

Accurately produce documents and correspondence using knowledge of standard formats, touch type, audio type within established procedures. Copy type at 40 wpm with 98% accuracy.

Word Processing - skill level 2

Use one or more software packages to create format, edit, proof read, spell check, print and save text documents, e.g. standard correspondence and business documents. Apply additional functions such as search and replace, variable fonts, moving and merging across documents and simple maths.

(iii) Secretarial - skill level 1

Take shorthand notes at 80 wpm and transcribe with 98% accuracy. Arrange travel bookings and itineraries, make appointments.

(iv) Enterprise/industry, specialist skills - skill level 3

Apply a working knowledge of the organisation's products/services, functions, locations and clients. Respond to and act upon most internal/external inquiries in own function area.

(v) Information handling skills - skill level 3

Oversee record management systems including review and analysis.

(vi) Business/financial skills - skill level 2

Maintain financial records and journals, maintain payroll records; prepare accounts payable for payment.

(d) Grade 4 clerical officer

Adults Weekly award rate $691.30

(i) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 3. They are responsible and accountable for their own work, and exercise discretion and initiative in the organisation of work within prescribed limits. Supervision is limited.

(ii) Keyboard typing - skill level 3

Format complex documents including technical data, technical language, tables, graphs, text design, indexing, variable type face; produce documents requiring specified form or to comply with regulations or standards.

(iii) Computer - skill level 3

Apply knowledge of intermediate functions to manipulate data, i.e. modify fields of information, develop new basic databases or spreadsheet models; spreadsheet, perform reconciliation.

(iv) Word processing - skill level 2

Use one or more software packages to apply advanced functions such as text columns, money columns, tables, e.g. to produce financial statements, printed forms, sorting, boxes, create displays of charts or graphs in report format, select style sheets appropriate to final presentation.

(v) Secretarial - skill level 2

Take shorthand notes at 100 words per minute and transcribe at 95% accuracy; manage executive appointments; respond to invitations; organise internal meetings on behalf of executive; establish and maintain reference lists/personal contact systems for executives.

(vi) Enterprise/industry, specialist skills - skill level 4

Provide detailed advice and information on the organisation's products and services; respond to client/public/supplier and internal organisation inquiries, within own function area, using such

techniques as personal interview and liaison; explain organisation's viewpoint to clients and appropriate persons; using knowledge of internal/external regulatory requirements related to own function area. Acquire and use specialist vocabulary, i.e. technical/medical/legal within the scope of this grade.

(vii) Information handling skills - skill level 4

Create new forms of files and records as required using computer-based records systems; e.g. customer/client/supplier and subscription lists. Access, identify, and extract information as required from external sources, e.g. databases, libraries, local authorities.

(viii) Business/financial skills - skill level 3

Prepare cash payment summaries and banking reports; apply purchasing and inventory control requirements; reconcile debtors, creditors and general ledger accounts to balance; follow-up unpaid accounts by telephone liaison/interview, prepare documentation on overdue accounts for senior officers or referral to debt recovery processes; calculate wage and salary requirements including tax, superannuation and other deductions and transfer payments for authorisation; calculate stock valuations; prepare bank reconciliation; calculate costing using established formulae for all inputs and margins.

(ix) Supervisory - skill level 1

Allocate work tasks to individuals, check work progress and correct errors.

(e) Grade 5 administrative officer

Adult Weekly award rate $724.30

(i) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 4. They are responsible and accountable for their own work, and may have limited responsibility for the work of others. They exercise initiative, discretion and judgment within the range of their skills and knowledge. Supervision is minimal.

(ii) Computer - skill level 4

Use a variety of application software packages within a micro/personal computer network including importing data from one package to another. Evaluate usefulness or applicability of software programs (using existing software programs) and recommend preferred solutions to meet new or different application requirements. Use advanced spreadsheet functions (e.g. Macro functions etc) to enhance operation of the spreadsheet. Use a central computer resource to an equivalent standard.

(iii) Word processing - skill level 3

Use all preceding word processing functions and integrate word processing software with other application software packages to produce complex text and data documents. Apply knowledge of desktop publishing to integrate complex documents. Apply advanced functions including Macros, moving columns for complex formatting of documents such as multi-column reports and presentations, including booklets. Apply complex maths functions.

(iv) Secretarial - skill level 3

Take shorthand notes at 120 words per minute and transcribe at 95% accuracy; attend executive/organisational meetings and take minutes; answer executive correspondence from verbal or rough hand-written instructions; organise teleconferences.

(v) Enterprise industry, specialist skills - skill level 5

Apply detailed knowledge of the industry in which the organisation operates to complex issues/arrangements in such areas as consumer/client services, special products/service knowledge, and respond within established internal/external regulatory parameters and policies. Indicative Specialist Skills Include; apply detailed knowledge of customs law and regulations to overseas sales and ordering. Apply detailed knowledge of inventory/stock requirements to obtain competitive quotations and initiate purchasing. Apply detailed knowledge of internal/external regulatory parameters and policies relating to industrial employment law, occupational health and safety, workers compensation claims procedures, superannuation requirements.

(vi) Information handling skills - skill level 5

Develop, plan and implement new paper based/manual filing records systems for the enterprise; assist in separate undertaking research (locate/solicit, summarise/extract and interpret information) related to function areas.

(vii) Business/financial skills - skill level 4

Post transactions to ledger and prepare a trial balance; prepare end of the period adjustments and transfers using general journal; prepare financial/tax schedules for periodic tax requirements such as payroll, sales and group tax returns; reconcile general ledger accounts; determine costing by calculating input costs and margins. Apply detailed knowledge of organisations credit terms to new accounts and to following up significant debtors, prepare periodic debtor statements.

(viii) Supervisory - skill level 2

Resolve operational problems for staff in lower grades, co-ordinate work flow within a section or unit, and counsel and advise staff who are under routine supervision.

(f) Grade 6 administrative officer

Adults Weekly award rates $764.30

(i) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 5. They are responsible and accountable for their own work, and may have responsibility for the work of a section or unit. They exercise initiative, discretion and judgment within the range of their skills and knowledge. Supervision is by means of reporting to more senior staff as required.

(ii) Computer - skill level 5

Operating/co-coordinating a group of computers such as a small multi-user system or a large group of personal computers which may include operating a help desk, running and monitoring batch jobs and performing regular back-ups and restores.

(iii) Enterprise/industry, specialist skills - skill level 6

Apply knowledge of the organisation's objectives and performance, and apply specialist knowledge, in areas such as projected growth, product trends and general industry conditions, examples include: knowledge of competitors and major clients market structure in the performance of own responsibilities; import/export activities. Indicative Specialist Skills Include; Use knowledge of basic statistics to interpret data from spreadsheets, statistical tables, graphs and frequency tables in the performance of own responsibilities. Administration of workers compensation claims, insurance and disputed claims.

(iv) Supervisory - skill level 3

Plan and organise work priorities of a unit or section; re-schedule workloads as necessary and resolve operational problems for unit or section; monitor work quality of those supervised; use observations, diagnosis and intervention skills to ensure unit/section meets objectives; organise and chair necessary work meetings/conferences; assist in planning future sectional/office organisational resources and equipment needs.

(v) Business/financial skills - skill level 5

Administer individual salary packages, travel expenses, allowances and company transport. Administer specialist salary and payroll requirements, e.g. Eligible Termination Payments, Superannuation Trust Deed Requirements, Redundancy Calculations, Maintenance Support Schemes, etc.

(vi) Secretarial - skill level 4

As well as having shorthand skills of Skill Level 3, arrange conferences and external meetings, including venues, agendas, documentation, audio-visual requirements, catering, transport and accommodation; originate executive correspondence; assist executive in preparing, attending and following up appointments, interviews, meetings, etc; assume responsibility for Designated areas of executive's work, on delegated authority.

(3) Supervision

Employees are subject to five defined levels of supervision which can be generally categorised as follows:

Direct - the employee receives detailed instructions on work to be performed and is subject to frequent personal progress checks.

Routine - the employee receives broad instructions on work to be performed except when new or unusual features require more specific instructions. Work in progress is checked intermittently while all work is checked on completion.

General - the employee receives specific instructions only when new procedures or tasks are involved. Work is checked on completion.

Limited - the employee is subject to work checks which are generally confined to establishing that satisfactory progress is being made. Work is reviewed on completion.

Minimal - the employee is subject to final review/report back on work and may receive assistance with specific problems.

NB. Supervision is not a criterion for determining classification levels but should be used as a guide in determining the overall level of responsibility and autonomy expected of the principal functions of the job.

2009 WAIRC 00781

Clothing Trades Award 1973

18A. – RATES OF PAY POST TRANSITION PERIOD

(1) Subject to the provisions of Clause 26. – Aged, Infirm or Slow Employees of this award, employees in the skill levels set out in subclause (3) of this clause shall be paid the weekly award rate set out opposite those skill levels in subclause (2) of this clause.

(2) **Skill Based Classification Structure**

(a) The following wage schedule will operate on and from the commencement of the first pay period on or after 1 October 2009.

Skill Level	Relativity to Skill Level 4	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Award Rate
Trainee	78	299.50	25.90	244.30	569.70
1	82	314.30	27.80	244.30	586.40
2	87.4	334.00	30.60	244.30	608.90
3	92.4	345.70	39.80	244.30	629.80
4	100	358.30	58.90	246.30	663.50
5	Na	376.30	82.60	246.30	705.20

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) **Skill Levels**

Trainee

Employees at this level:

Shall be new entrants into the industry.

Shall for a period of up to three months undergo approved (including induction) training so as to enable them to achieve the level of competence required to be classified at skill level 1.

Shall work under the following conditions:

Totally defined procedures and methods

Constant direct supervision

Constant direct training

Progressive assessment and feedback

Training for new entrants will be determined in accordance with the needs of the enterprise, but shall involve instruction aimed at assisting trainees to achieve the range of competencies required at skill level 1, including:

The knowledge and skills required to apply relevant Occupational Health and Safety practices and procedures.

The knowledge and skills required to apply specified quality control standards to their own work.

The knowledge and skills required to apply specified operation practices and procedures and to meet efficiency requirements.

The knowledge and skills required to apply minor equipment/machine maintenance relevant to the equipment involved in the performance of their own work.

Skill Level 1

Employees at this level:

1. Shall work to defined procedures/methods either individually or in a team environment and
2. Shall exercise skills to perform basic tasks and
3. Shall be aware of and apply basic quality control skills in the receipt and completion of their own work to the specified quality standards.

In addition, according to the needs and operational requirements of the enterprise, employees at this level:

4. May be required to exercise the skill necessary to assist in providing basic on-the-job instruction by way of demonstration and explanation.
5. May be required to record basic information on production and/or quality indicators as required.
6. May be required to work in a team environment.
7. May be required to apply minor equipment/machine maintenance.
8. May be required to exercise key pad skills.
9. May be required to exercise the level of English literacy and numeracy skills to effectively perform their tasks.
10. May commence training in additional skills required to advance to a higher skill level.

Skill Level 2

Employees at this level exercise the skills required to be graded at skill level 1, and

1. Shall work to defined procedures/methods, either individually or in a team environment, and
2. Shall exercise the skills to perform intermediate tasks, and
3. Shall understand and apply quality control skills in their own work and component parts (including understanding of the likely cause/s of deviations to specified quality standards in their own work).

In addition, according to the needs and operational requirements of the enterprise, employees at this level:

4. May be required to exercise the skill necessary to assist in providing on-the-job instruction to employees in skills required at skill level 2 and below by way of demonstration and explanation.
5. May be required to record detailed information on production and/or quality indicators as required.
6. May be required to exercise team work skills.
7. May be required to identify and rectify minor equipment/machine faults, and report problems that cannot be rectified to a mechanic or supervisor.
8. May be required to exercise basic computer skills.
9. May commence training in additional skills required to advance to a higher skill level.

Skill Level 3

Employees at this level exercise the skills required to be graded at skill level 2, and

1. Shall exercise discretion, initiative and judgement on the job in their own work, either individually or in a team environment, and
2. Shall exercise skills to:
   (a) perform a complex task/s, or
   (b) perform a series of different operations on a machine/s, or
   (c) use a variety of machine types three of which require the exercise of level 2 skills, and
3. (a) Shall be responsible for quality assurance in their own work and assembly of component parts including having an understanding of how this work relates to subsequent production processes and its contribution to the final appearance of the garment.

   In addition, according to the needs and operational requirements of the enterprise, employees at this level:

   (b) May be required to investigate causes of quality deviations to specified standards and recommend preventative action.
4. May be required to exercise the skills necessary to assist in providing on-the-job instruction to employees in skills required at skill level 3 and below by way of demonstration and explanation.
5. May be required to record detailed information on, and recommend improvements to, production and/or quality.
6. May be required to take a co-ordinating role for a group of employees or in a team environment (which includes contributing to the identification and resolution of the problems of others and assisting in defining work group procedures and methods), where the members of the group or team are at skill level 3 and below.
7. May be required to exercise advanced equipment maintenance and problem solving skills (including identification of major equipment faults).
8. May commence training in additional skills required to advance to a higher skill level.

Skill Level 4

Employees at this level exercise the skills required to be graded at skill level 3 and have a comprehensive knowledge of product construction. Employees at this level shall also:

Apply skills and knowledge, equivalent to that of a qualified tradesperson, that have been acquired as a result of training or experience, or

Hold a relevant trade certificate, and

1. Shall work largely independently (including developing and carrying out of a work plan to specifications), and
2. Shall exercise a range of skills involving planning, investigation and resolution of problems, and/or training, and/or supervision, and/or specialised technical tasks, or

   Shall make a whole garment to specifications, or exercise equivalent skills.

   In addition, according to the needs and operational requirements of the enterprise, employees at this level:
3. May be required to apply quality control/assurance techniques to their work group or team.
4. May have designated responsibility for the training of other employees (and if so shall be trained trainers).
5. May be responsible for quality and production records relating to their own work group or team.
6. May be required to take a co-ordinating role for a group of workers or in a team environment (which includes contributing to the identification and resolution of the problems of others and assisting in defining work group procedures and methods), where the members of the group or team are at skill level 4 and below.
7. May be required to exercise advanced equipment maintenance and problem solving skills (including identification of major equipment faults and organisation or performance or necessary repair).
8. May commence training in additional skills required to advance to a higher skill level.

Explanation of terms

1. **Basic tasks**

Uncomplicated tasks which are easily learned and involve little decision making whether machine or non machine.

Basic machine tasks are those where the positioning of the work may be controlled by guidebars and sensor lights, or other such guiding devices or where there is uncomplicated feeding of the fabric.

2. **Intermediate tasks**

Tasks which are more difficult to learn, involve more decision making than skill level 1 tasks and which may require fabric knowledge, whether machine or non machine.

Intermediate machine tasks require skill in positioning, feeding and handling of work involving directional changes, contouring or critical stopping points, or require feeding and handling skills beyond those of a skill level 1 operator because of fabric variation.

Intermediate non machine tasks require skills to perform a sequence of related tasks.

3. **Complex tasks**

Tasks which are more difficult to learn and involve a higher level of decision making than skill level 2 tasks, whether machine or non machine.

Complex machine tasks require fabric manipulation skills and knowledge beyond those of a skill level 2 operator to perform more difficult tasks or to handle and align the sections while ensuring correct shaping of the end result because of the complexity of combining parts or because of frequent variation in fabrics.

4. **Series of different operations on a machine/s**

Performing a sequence of different operations on a machine/s to complete the majority of a complex garment.

5. **Machine**

Any piece of equipment which performs a significant part of an operation in:

designing/grading of patterns

marker spreading

spreading of fabric

cutting, sewing, finishing, pressing and packaging of products

and which is powered by an external source i.e. electricity, steam or compressed air or combinations of these.

Hand tools are not machines and refer to those items which are primarily powered by the operator e.g. scissors, shears, staplers, tagging guns and tape dispensers.

6. **Variety of machine types**

Three or more different types of machines which are sufficiently different in their operation to require the exercise of different skills (i.e. a button holer and a button sewer are the same machine type for this purpose whereas a button holer and an overlocker are different machine types).

7. **Whole garment machinist or equivalent skills**

A machinist who works largely independently in producing a complex garment from written specifications and patterns. Examples of "equivalent skills" include:

sample machinist

·machinist who performs each of the operations required to complete a complex whole garment from specifications

a fully multi-skilled machinist who is required to perform any of the operations involved in the making of a complex whole garment to specification.

8. **Skill**

The application of a combination of abilities, knowledge and attributes to competently perform a given activity or activities.

9. **Competence**

The ability to perform a particular activity or activities to a prescribed standard (or standards) and under a prescribed set of circumstances.

10. **Component parts**

The parts of the product which the operator receives in order to perform their job.

11. **Key pad skills**

Ability to use a small panel of keys, either numerical or with symbols, to operate equipment.

12**.** **Basic computer skills**

Use of a computer to enter, retrieve and interpret data.

13. **Co-ordinating role**

A role which involves responsibility for organising and bringing together the work and resource requirements of a work group or team.

14. **Defined procedures /methods**

Specific instructions outlining how an operator is to do their job.

15. **Largely independently**

Where the employee is accountable for own results including:

carrying out assigned task

co-ordinating processes

setting and working to deadlines.

16. **Designated responsibility**

Identified by management as a person with a specific role or responsibility.

17. **Minor equipment /machine maintenance**

Includes cleaning and minor adjustments to the equipment involved. In the case of sewing machines for example, it may include:

changing needles

cleaning

lubrication

tension and stitch adjustment.

18. **On-the-job instruction**

Demonstrating, showing, explaining and/or guiding other employees as to how to perform a particular task or operation to a competent standard.

19. **Quality assurance**

The overall system and plans used to provide confidence that goods and services will satisfy given requirements.

20. **Quality control**

The activities used to check that materials and products meet quality specifications; includes the grading of product into acceptable and unacceptable categories.

21. **Quality deviations**

Departures from a quality standard.

22. **Quality indicators**

Information used to determine whether a quality standard has been met.

23. **Specified quality standards**

Detailed standards against which quality is measured.

24. **Team environment**

An environment involving work arrangements in which a group of people work closely, flexibly and in co-operation with each other to ensure efficient and effective performance.

(4) **Supplementary Payments**

(a) An adult weekly employee shall be paid not less than the award rate specified in subclause (2)(a) and (2)(b) hereof.

(b) The supplementary payment specified in subclause (2)(a) and (2)(b) hereof is in substitution for any overaward payment received by an employee immediately prior to the beginning of the first pay period to commence on or after 1 November 1993 which shall be reduced by the amount of the supplementary payment or discontinued if the overaward payment was less than the supplementary payment.

"Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment", or any term whatsoever) which an employee would receive in excess of the award rate specified in subclause (2)(a) and (2)(b) hereof but shall not include overtime, shift allowances, penalty rates, disability allowances, or any other ancillary payments of a like nature prescribed by this award.

(c) Whenever a decision of the Western Australian Industrial Relations Commission provides that award wage rates are to be increased by a percentage, a flat amount, or a combination of both, the base rate and the award rate prescribed in subclause (2)(a) and (2)(b) hereof shall be increased by either the specified percentage or by adding the specified flat amount. The supplementary payment shall then be calculated by deducting the new base rate from the new award rate, and any increase in the supplementary payment shall not reduce the level of overaward payment defined in paragraph (b) hereof.

(d) The award rate specified in subclause (2)(a) and (2)(b) hereof and which includes the supplementary payment specified in subclause (2)(a) and (2)(b) hereof shall be paid for all purposes of this award.

19. – MINIMUM WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00782

Clerks (Commercial Radio and Television Broadcasters) Award of 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

8. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week):

(a)

	Base RatePer Week$	Arbitrated SafetyNet AdjustmentPer Week$	Total Rate$ Per Week$
At 21 years of age	361.10	244.30	605.40
At 22 years of age	365.30	244.30	609.60
At 23 years of age	369.10	244.30	613.40
At 24 years of age	373.00	244.30	617.30
At 25 years of age and over	377.40	244.30	621.70

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base RatePer Week$	Arbitrated SafetyNet AdjustmentPer Week$	Total Rate$ Per Week$
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.20	244.30	627.50

(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Junior Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive -

At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

2009 WAIRC 00783

Clerks (Commercial, Social and Professional Services) Award No. 14 of 1972

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

11. - CLASSIFICATIONS AND WAGE RATES

11.1 Grading structure

11.1.1 Grading of Employees

11.1.1 (a) All employees covered by this award shall be graded according to the grading structure set out in this clause. Employers shall advise their employees in writing of their grading and of any changes to their grading.

11.1.1 (b) Employees shall be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out in the Grade descriptors.

11.1.1 (c) This classification structure will not be used to assess the award wage rate of any person who is a proprietor, director, or manager of a company, business or undertaking, or any person to whom has been delegated the right to engage and terminate the employment of other employees.

11.1.1 (d) Employees may be required to train other employees in the skills of their own grade, or grades below their own, by means of personal instruction and demonstration.

11.1.2 Employees disputing grading

11.1.2 (a) An employee can dispute any grading or new grading made in accordance with 11.1 hereof by advising the employer in writing.

11.1.2 (b) If this dispute cannot be resolve by the employer and employee in a reasonable time it will be dealt with in accordance with the dispute resolution procedure in this award.

11.2 Classifications and wage rates

11.2.1 Grade 1 clerical assistant

Adults	Weekly award rate
	$
First year of experience at this grade	603.10
Second year of experience at this grade	616.90
Third year of such experience and thereafter	628.50

11.2.1 (a) Employees in this grade perform and are accountable for clerical and office tasks as directed within the skill levels set out. They work within established routines, methods and procedures. Supervision is routine or direct.

11.2.1 (b) Machine operation - skill level 1

Operate telephone/intercom systems (eg Commander type), telephone answering machines, facsimile machines, photocopiers, franking machines, guillotines, calculator and adding machines, paging system, typewriter and telex machines.

11.2.1 (c) Computer - Skill Level 1

Use knowledge of keyboard and basic menu-driven options and function keys to enter, retrieve and print data; use printer.

Use of safe and correct opening and closing down procedures.

11.2.1 (d) Information handling skills - skill level 1

Receive, sort, open, distribute incoming mail, process outgoing mail, receive incoming and despatch outgoing courier mail, deliver messages and documents to appropriate persons/locations;

Work with established filing/records system in accordance with set procedures including creating and indexing new files, distributing files/publications within the organisation as requested; monitoring file locations.

Prepare and collate documents, take telephone messages;

Transcribe information into records, sort and file documents/records accurately in correct locations/sequence using an established filing system.

11.2.1 (e) Enterprise/industry, specialist skills - skill level 1

Acquire and apply a limited knowledge of office procedures and requirements.

Relay internal information.

11.2.1 (f) Business/Financial - skills level **1**

Sort, process and record original source financial documents (e.g. invoices, cheques, correspondence) on a daily basis.

11.2.2 Grade 2 clerical officer

Adults	**Weekly award rates**
	$
First year of experience at this grade	639.00
Second year of experience at this grade	643.10
Third year of experience at this grade and thereafter	649.00

11.2.2 (a) Employee**s** in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 1. They are responsible and accountable for their own work, which is performed within established routines, methods and procedures.

Supervision is general.

11.2.2 (b) Technical Skills

Machine Operation - skill level 2

Operate switchboard (PABX system)

Keyboard Typing - skill level 1

Produce documents using standard formats at 25 wpm with 98% accuracy.

Computer- skill level 2

Manipulate previously created data bases, spreadsheets/worksheets; calculate alpha-numerical and related information to perform routine tasks and generate simple reports.

Word Processing - skill level 1

Produce simple and routine documents using keyboard skills within designated timeframes.

11.2.2 (c) Information handling skills - skill level 2

Maintain mail register and records. Use and maintain established filing/records systems in accordance with set procedures including creating and indexing new files, distributing files within the organisation as requested, monitoring file locations;

11.2.2 (d) Enterprise/industry, specialist skills - skill level 2

Acquire and apply a working knowledge of office or sectional operating procedures and requirements.

Interpret and action information supplied.

Acquire and apply a working knowledge of the organisation's structure and personnel in order to deal with inquiries at first instance, locate appropriate staff in different sections, relay internal information, respond to or redirect inquiries, greet visitors.

11.2.2 (e) **Business**/financial skills - skill level 1

Assist in the maintenance of financial records and journals, including checks and authorisation. Maintain and record petty cash, prepare bank deposits and withdrawals banking; Check time and wage records.

11.2.3 Grade 3 clerical officer

Adults	**Weekly award rates** **$**
First year of experience at this grade	656.50
Second year of experience at this grade	663.50

11.2.3 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 2.

They are responsible and accountable for their own work, which is performed within established guidelines, they exercise limited discretion within the range of their skill and knowledge. Supervision is limited.

Employees holding a Certificate of Office & Secretarial Studies (TAFE) or accredited equivalent and who are required to use skills and perform tasks within the range of skills in Grade 3 shall be graded at Grade 3 or above.

11.2.3 (b) Technical Skills

Machine Operation - skill level 3

Operate computerised radio telephone equipment, dictaphone equipment or other equipment of equal complexity.

Computer - skill level 3

Use one or more software application package(s) to operate and populate a database, spreadsheet/ worksheet to achieve a desired result; graph previously prepared spreadsheet; use simple menu utilities.

Following standard procedures to template for the preceding functions using existing models/fields of information.

Create, maintain and generate simple reports.

Keyboard Typing - skill level 2

Accurately produce documents and correspondence using knowledge of standard formats, touch type, audio type within established procedures.

Copy type at 40 wpm with 98% accuracy.

Word Processing - skill level 2

Use one or more software packages to create format, edit, proof read, spell check, print and save text documents, e.g. standard correspondence and business documents.

Apply additional functions such as search and replace, variable fonts, moving and merging across documents and simple maths.

11.2.3 (c) Secretarial - skill level 1

Take shorthand notes at 80 wpm and transcribe with 98% accuracy. Arrange travel bookings and itineraries, make appointments.

11.2.3 (d) Enterprise/industry, specialist skills - skill level 3

Apply a working knowledge of the organisation's products/services, functions, locations and clients. Respond to and act upon most internal/external inquiries in own function area.

11.2.3 (e) Information handling skills - skill level 3

Oversee record management systems including review and analysis.

11.2.3 (f) Business/financial skills - skill level 2

Maintain financial records and journals, maintain payroll records; prepare accounts payable for payment.

11.2.4 Grade 4 clerical officer

Adults	**Weekly award rate** **$**
	691.30

11.2.4 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 3. They are responsible and accountable for their own work, and exercise discretion and initiative in the organisation of work within prescribed limits. Supervision is limited.

11.2.4 (b) Keyboard typing - skill level 3

Format complex documents including technical data, technical language, tables, graphs, text design, indexing, variable type face; produce documents requiring specified form or to comply with regulations or standards.

11.2.4 (c) Computer - skill level 3

Apply knowledge of intermediate functions to manipulate data, i.e. modify fields of information, develop new basic databases or spreadsheet models; spreadsheet, perform reconciliation.

11.2.4 (d) Word processing - skill level 2

Use one or more software packages to apply advanced functions such as text columns, money columns, tables, e.g. to produce financial statements, printed forms, sorting, boxes, create displays of charts or graphs in report format, select style sheets appropriate to final presentation.

11.2.4 (e) Secretarial - skill level 2

Take shorthand notes at 100 words per minute and transcribe at 95% accuracy; manage executive appointments; respond to invitations; organise internal meetings on behalf of executive; establish and maintain reference lists/personal contact systems for executives.

11.2.4 (f) Enterprise/industry, specialist skills - skill level 4

Provide detailed advice and information on the organisation's products and services; respond to client/public/supplier and internal organisation inquiries, within own function area, using such techniques as personal interview and liaison; explain organisation's viewpoint to clients and appropriate persons; using knowledge of internal/external regulatory requirements related to own function area. Acquire and use specialist vocabulary, i.e. technical/medical/legal within the scope of this grade.

11.2.4 (g) Information handling skills - skill level 4

Create new forms of files and records as required using computer-based records systems; e.g. customer/client/supplier and subscription lists. Access, identify, and extract information as required from external sources, e.g. databases, libraries, local authorities.

11.2.4 (h) Business/financial skills - skill level 3

Prepare cash payment summaries and banking reports; apply purchasing and inventory control requirements; reconcile debtors, creditors and general ledger accounts to balance; follow-up unpaid accounts by telephone liaison/interview, prepare documentation on overdue accounts for senior officers or referral to debt recovery processes; calculate wage and salary requirements including tax, superannuation and other deductions and transfer payments for authorisation; calculate stock valuations; prepare bank reconciliation; calculate costing using established formulae for all inputs and margins.

11.2.4 (i) Supervisory - skill level 1

Allocate work tasks to individuals, check work progress and correct errors.

11.2.5 Grade 5 administrative officer

Adult	**Weekly award rate** **$**
	724.30

11.2.5 (a) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 4. They are responsible and accountable for their own work, and may have limited responsibility for the work of others. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is minimal.

11.2.5 (b) Computer - skill level 4

Use a variety of application software packages within a micro/personal computer network including importing data from one package to another. Evaluate usefulness or applicability of software programs (using existing software programs) and recommend preferred solutions to meet new or different application requirements. Use advanced spreadsheet functions (e.g. Macro functions etc) to enhance operation of the spreadsheet. Use a central computer resource to an equivalent standard.

11.2.5 (c) Word processing - skill level 3

Use all preceding word processing functions and integrate word processing software with other application software packages to produce complex text and data documents. Apply knowledge of desktop publishing to integrate complex documents. Apply advanced functions including Macros, moving columns for complex formatting of documents such as multi-column reports and presentations, including booklets. Apply complex maths functions.

11.2.5 (d) Secretarial - skill level 3

Take shorthand notes at 120 words per minute and transcribe at 95% accuracy; attend executive/organisational meetings and take minutes; answer executive correspondence from verbal or rough hand-written instructions; organise teleconferences.

11.2.5 (e) Enterprise industry, specialist skills - skill level 5

Apply detailed knowledge of the industry in which the organisation operates to complex issues/arrangements in such areas as consumer/client services, special products/service knowledge, and respond within established internal/external regulatory parameters and policies. Indicative Specialist Skills Include; apply detailed knowledge of customs law and regulations to overseas sales and ordering. Apply detailed knowledge of inventory/stock requirements to obtain competitive quotations and initiate purchasing. Apply detailed knowledge of internal/external regulatory parameters and policies relating to industrial employment law, occupational health and safety, workers compensation claims procedures, superannuation requirements.

11.2.5 (f) Information handling skills - skill level 5

Develop, plan and implement new paper based/manual filing records systems for the enterprise; assist in separate undertaking research (locate/solicit, summarise/extract and interpret information) related to function areas.

11.2.5 (g) Business/financial skills - skill level 4

Post transactions to ledger and prepare a trial balance; prepare end of the period adjustments and transfers using general journal; prepare financial/tax schedules for periodic tax requirements such as payroll, sales and group tax returns; reconcile general ledger accounts; determine costing by calculating input costs and margins.

Apply detailed knowledge of organisations credit terms to new accounts and to following up significant debtors, prepare periodic debtor statements.

11.2.5 (h) Supervisory - skill level 2

Resolve operational problems for staff in lower grades, co-ordinate work flow within a section or unit, and counsel and advise staff who are under routine supervision.

11.2.6 Grade 6 administrative officer

Adults	**Weekly award rates**
	$
	764.30

11.2.6 (a) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 5. They are responsible and accountable for their own work, and may have responsibility for the work of a section or unit. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is by means of reporting to more senior staff as required.

11.2.6 (b) Computer - skill level 5

Operating/co-ordinating a group of computers such as a small multi-user system or a large group of personal computers which may include operating a help desk, running and monitoring batch jobs and performing regular back-ups and restores.

11.2.6 (c) Enterprise/industry, specialist skills - skill level 6

Apply knowledge of the organisation's objectives and performance, and apply specialist knowledge, in areas such as projected growth, product trends and general industry conditions, examples include: knowledge of competitors and major clients market structure in the performance of own responsibilities; import/export

activities. Indicative Specialist Skills Include; Use knowledge of basic statistics to interpret data from spreadsheets, statistical tables, graphs and frequency tables in the performance of own responsibilities. Administration of workers compensation claims, insurance and disputed claims.

11.2.6 (d) Supervisory - skill level 3

Plan and organise work priorities of a unit or section; re-schedule workloads as necessary and resolve operational problems for unit or section; monitor work quality of those supervised; use observations, diagnosis and intervention skills to ensure unit/section meets objectives; organise and chair necessary work meetings/conferences; assist in planning future sectional/office organisational resources and equipment needs.

11.2.6 (e) Business/financial skills - skill level 5

Administer individual salary packages, travel expenses, allowances and company transport. Administer specialist salary and payroll requirements, e.g. Eligible Termination Payments, Superannuation Trust Deed Requirements, Redundancy Calculations, Maintenance Support Schemes, etc.

11.2.6 (f) Secretarial - skill level 4

As well as having shorthand skills of Skill Level 3, arrange conferences and external meetings, including venues, agendas, documentation, audio-visual requirements, catering, transport and accommodation; originate executive correspondence; assist executive in preparing, attending and following up appointments, interviews, meetings, etc; assume responsibility for Designated areas of executive's work, on delegated authority.

11.3 Junior Employees

Base Rate (per week) expressed as a percentage of the rate prescribed for the relevant year of experience at the Grade in paragraph 11.1 hereof appropriate to the work performed by the junior employee -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

11.4 Supervision:

Employees are subject to five defined levels of supervision which can be generally categorised as follows:

Direct - the employee receives detailed instructions on work to be performed and is subject to frequent personal progress checks.

Routine - the employee receives broad instructions on work to be performed except when new or unusual features require more specific instructions. Work in progress is checked intermittently while all work is checked on completion.

General - the employee receives specific instructions only when new procedures or tasks are involved. Work is checked on completion.

Limited - the employee is subject to work checks which are generally confined to establishing that satisfactory progress is being made. Work is reviewed on completion.

Minimal - the employee is subject to final review/report back on work and may receive assistance with specific problems.

NB. Supervision is not a criteria for determining classification levels but should be used as a guide in determining the overall level of responsibility and autonomy expected of the principal functions of the job.

11.5 Implementation:

An employer shall grade clerical employees according to this clause no later than the first pay period on or after the 1st October 2004 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase shall be implemented and paid in the following manner -

where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st October 2004:

where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st January 2005;

where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004 , two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st January 2005, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st April 2005;

where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st January 2005, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st April 2005 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1 July 2005.

SCHEDULE "D" – AUSTRALIAN RED CROSS BLOOD TRANSFUSION SERVICE, WESTERN AUSTRALIA AGREEMENT 1996

(1) This Agreement shall operate from 1 April 1996 and remain in force for a period of 21 months to 31 December 1997.

1 . – TITLE

This Agreement shall be known as the *Australian Red Cross Blood Transfusion Service, Western Australia Enterprise Agreement 1996* ("the Agreement").

2 . – ARRANGEMENT

1. Title
2. Arrangement
3. Scope and Parties Bound to Agreement
4. Date and Term
5. Relationship to Award
6. Purpose of Agreement
7. Public Holidays
8. Compassionate Leave
9. Special Leave
10. Family Leave
11. Dispute Settlement Procedure
12. Wages

3 . – SCOPE AND PARTIES BOUND TO AGREEMENT

This is an agreement between the Australian Red Cross Blood Transfusion Service, Western Australia ("BTS") and the Australian Municipal, Administrative, Clerical and Services Union of Employees, Western Australian Clerical and Administration Branch ("AMACSU") in relation to workers employed in clerical callings employed by the BTS covered by the Award detailed in Subclause (1) of Clause 5. – Relationship to Award, and eligible to be members of the AMACSU.

4 . – DATE AND TERM

(2) The parties undertake to commence negotiations to renew the terms of the Agreement three months prior to the expiration of the Agreement.

5 . – RELATIONSHIP TO AWARD

(1) This Agreement shall be read and interpreted in conjunction with the Clerks (Commercial, Social and Professional Services) Award No. 14 of 1972 ("the Award") provided that where there is inconsistency between this Agreement and the Award, this Agreement shall take precedence to the extent of any inconsistency.

6 . – PURPOSE OF AGREEMENT

(1) The purpose of this Agreement is to enable the parties to develop and implement workplace arrangements that increase flexibility in the organisation and further improve productivity and efficiency at the enterprise through enhanced access to services and facilities by donors.

(2) The Agreement provides salary increases that recognise and reward the contribution of staff in the achievement of past productivity improvements. It also provides for the adoption of different work practices as well as recognising future efficiencies to be delivered through the implementation of the Agreement.

(3) The parties to this Agreement are committed to ensuring that the organisation and staff are best placed to meet present and future operational demands. This includes the requirements of the new Australian Red Cross Blood Transfusion Service planned to come into effect from 1 July 1997.

7 . – PUBLIC HOLIDAYS

(1) This clause operates in lieu of Subclause (1) of Clause 10. – Holidays, of the Award from 1 January 1997.

(2) The following days or days observed in lieu thereof shall, subject to Clause 8. – Overtime of the Award and subject as hereinafter provided, be allowed as holidays without reduction from pay, namely New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, State Foundation Day, Queen's Birthday, Christmas Day and Boxing Day.

8 . – COMPASSIONATE LEAVE

(1) This clause operates in conjunction with Clause 31. – Compassionate Leave, of the Award.

(2) Employees may access entitlements under this Clause upon the death of a spouse or defacto spouse, child or step-child, parent or parent in-law, brother, sister, grandparent or any other person who immediately before that person's death lived with the employee as a member of the employee's immediate family as defined in Clause 10. – Family Leave. The employee is entitled to bereavement leave of up to two days for each occasion required.

(3) Employees may access annual leave and accrued long service leave for the purpose of bereavement in addition to the entitlement under Subclause (2) above.

9 . – SPECIAL LEAVE

Leave without pay and/or single days of annual leave may be granted by the employer where an employee requests such special leave for urgent personal business.

10 . – FAMILY LEAVE

(1) This clause operates in conjunction with Clause 13. – Sick Leave, of the Award.

(2) Use of Sick Leave

(a) An employee with responsibilities in relation to either members of their immediate family or members of their household who need their care and support shall be entitled to use, in accordance with this subclause, any sick leave entitlement which accrues after the date of this order for absences to provide care and support for such persons when they are ill.

(b) The employee shall, if required, establish by production of a medical certificate, statutory declaration, the illness of the person concerned.

(c) The entitlement to use sick leave in accordance with this subclause is subject to:

(i) the employee being responsible for the care of the person concerned; and

(ii) the person concerned being either:

(aa) a member of the employee's immediate family; or

(bb) a member of the employee's household.

(iii) the term "immediate family" includes:

(aa) a spouse (including a former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse, in relation to an employee, means a person of the opposite sex to the employee who lives with the employee as the husband or wife of that person on a bona fide domestic basis although not legally married to that employee; and

(bb) a child or an adult child (including an adopted child, a step child or an ex nuptial child), parent, grandparent, grandchild or sibling of an employee or the spouse of the employee.

(d) The employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and their relationship to the employee, the reasons to taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.

(3) Unpaid Leave for Family Purpose

An employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care to a family member who is ill.

(4) Annual Leave

(a) Not withstanding the provision of this clause, an employee may elect, with the consent of the employer, to take annual leave in single day periods proceeding five days in any calendar year at a time or times agreed between them.

(b) An employer may agree to defer payment of the annual leave loading in respect of such leave, until at least 5 consecutive annual leave days are taken.

(5) Make-up Time

An employee may elect, with the consent of their employer, to work "make-up time" under which the employee takes time off during ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the Award.

(6) Grievance Procedures

In the event of a dispute arising in connection with any part of this clause, such a dispute shall be processed in accordance with the dispute settling provisions of this agreement.

11 . – DISPUTE SETTLEMENT PROCEDURE

Where a dispute concerning the operation of this Agreement arises, the following steps shall be taken:

(1) Step I

As soon as practicable after the issue or claim has arisen, it shall be considered jointly by the appropriate supervisor, the employee or employees concerned and where the employee(s) so request(s), the Australian Municipal, Administrative, Clerical and Services Union of Employees, WA Clerical and Administrative Branch workplace representative.

(2) Step 2

If the dispute is not resolved the issue or claim shall be considered jointly by the appropriate senior representative of the employer, the employee or employees concerned and where the employee(s) so request(s), the union workplace representative who shall attempt to settle the dispute.

(3) Step 3

If the dispute is not resolved the issue or claim shall be considered jointly by the employer, the employee or employees concerned and where the employee(s) so request(s), an official of the union who shall attempt to settle the dispute.

(4) Step 4

If the dispute is not resolved it may then be referred to the Western Australian Industrial Relations Commission for assistance in resolving the dispute.

12 . – WAGES

(1) The following shall be the minimum rates of wages per week payable to employees covered by this award who, for the purposes of this clause, shall be graded pursuant to the provisions of Clause 11A. – Classification Structure – Skill Descriptors of the Award.

(2) a)

ADULT EMPLOYEES:	Total Rate Per Week
Grade 1	**$**
1 st year of experience at this grade	569.70
2 nd year of experience at this grade	569.70
3 rd year of such experience and thereafter	571.50
Grade 2	
1 st year of experience at this grade	582.90
2 nd year of experience at this grade	587.30
3 rd year of such experience and thereafter	593.70
Grade 3	
1 st year of experience at this grade	601.80
2 nd year of such experience and thereafter	607.20

(3) A further targeted minimum increase of 2% is available from October 1996, subject to successful conclusion of negotiations on further productivity and efficiency improvements. These negotiations may include but not be limited to:

(a) provision of a 10 hour working day; and

(b) provision of a 38 hours per week averaged over 28 days.

Any agreement covered under this sub-clause will be processed through the Western Australian Industrial Relations Commission as an enterprise agreement pursuant to Clause 35. – Award Modernisation (Enterprise Agreements) of the Award.

(4) The third $8.00 Safety Net Adjustment shall be absorbed into the above wage rates.

(5) The wage rates prescribed in this clause have resulted from enterprise bargaining and may be used to offset future award safety net adjustments in accordance with the relevant State Wage Principles.

2009 WAIRC 00784

Clerks (Timber) Award

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any

equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this award who, shall for the purposes of this clause, shall be graded pursuant to the provisions of Clause 10A. - Classification Structure - Skill Descriptor of this award.

(2) Base Rate (per week): $

(a) Adult Employees

Grade 1	
1st year of experience at this grade	314.10
2nd year of experience at this grade	326.10
3rd year of such experience and thereafter	336.30
Grade 2	
1st year of experience at this grade	345.50
2nd year of experience at this grade	349.10
3rd year of such experience and thereafter	354.20
Grade 3	
1st year of experience at this grade	360.80
2nd year of such experience and thereafter	365.20

(b) Junior Employees

Base Rate (per week) expressed as a percentage of the base rate prescribed for the relevant year of experience at the Grade in paragraph (a) hereof appropriate to the work performed by the junior employee -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(3) Supplementary Payments (per week):

(a) (i) Adult Employees

In addition to the Base Rate payable pursuant to the provisions of subclause (2) of this clause, an adult employee employed in a grade listed hereunder shall be paid per week the supplementary payment prescribed in this subparagraph.

	$
Grade 1 1st year of experience at this grade 2nd year of experience at this grade 3rd year of such experience and thereafter	289.00
	290.80
	292.20
Grade 1 1st year of experience at this grade 2nd year of experience at this grade 3rd year of such experience and thereafter	293.50
	294.00
	294.80
Grade 3 1st year of experience at this grade 2nd year of experience at this grade	295.70
	298.30

(ii) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(b) Junior Employees

A junior employee shall be paid per week a percentage of the supplementary payment prescribed for the relevant year of experience at the Grade appropriate to the work performed by the junior employee, being the percentage applicable to the age of the junior employee according to the percentage scale prescribed in subclause (2) of this clause.

(c) The amount payable to any employee pursuant to the provisions of this subclause -

(i) shall be for all purposes of this award;

(ii) shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this clause, whether or not such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement.

(d) The rate prescribed in this award for any grade of employee is not amended by this subclause and shall not, for the purpose of any other award, order, industrial agreement or other agreement, be deemed to have been so amended.

(4) Casual Employees

A casual clerk may be employed at an hourly rate for a lesser period than four weeks and shall be paid while so employed, twenty-five percent in addition to the Base Rate and Supplementary Payment prescribed by this award with a minimum engagement of four hours: Provided that, notwithstanding anything contained in this subclause, the basis and terms of employment of a casual clerk may be varied by agreement in writing between the employer and the Union.

(5) Part-time Employees

(a) A part-time employee shall be an employee engaged at an hourly rate for a lesser period per week than the hours usually worked in each establishment.

(b) Progression through the incremental levels of the appropriate grade in subclause (2) of this clause shall be strictly related proportionally in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

(c) Payment of annual leave and sick pay for part-time employees shall be strictly related proportionately in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

(6) Implementation

An employer shall grade clerical employees according to this clause and the provisions of Clause 10A. - Classification Structure - Skill Descriptors of this award no later than 19th September, 1993 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase (i.e. being the amount due under this clause in excess of the actual rate which was paid immediately prior to the pay period commencing on or after 1st June, 1993) shall be implemented and paid in the following manner -

(a) where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993;

(b) where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993;

(c) where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall the paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993;

(d) where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of March, 1994.

2009 WAIRC 00785

Clerks' (Accountants' Employees) Award 1984

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

11. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week):

(a)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week $
At 21 years of age	361.40	244.30	605.70
At 22 years of age	365.60	244.30	609.90
At 23 years of age	369.30	244.30	613.60
At 24 years of age	373.30	244.30	617.60
At 25 years of age and over	377.70	244.30	622.00

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $5.60 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week $
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.70	244.30	628.00

(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Junior Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive -

	$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

(4) Casual clerks may be employed at an hourly rate and shall be paid whilst so employed twenty-five percent, in addition to the rates prescribed above, with a minimum engagement of four hours.

2009 WAIRC 00786

Clerks (Bailiffs' Employees) Award 1978

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

12. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week):

(a)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week $
At 21 years of age	361.10	244.30	605.40
At 22 years of age	365.30	244.30	609.60
At 23 years of age	369.10	244.30	613.40
At 24 years of age	373.00	244.30	617.30
At 25 years of age and over	377.40	244.30	621.70

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $5.60 per week in addition to the rates set out in paragraph (a) of this subclause.

(3) Junior Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive -

	$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

(4) Employees classified in accordance with subclauses (2) and (3) of this clause who are gazetted as Assistant Bailiffs in order to facilitate office procedures shall not be paid in accordance with subclause (5) of this clause, unless they are required by the Bailiff to perform those additional duties beyond the immediate precincts of the office.

(5) Assistant Bailiffs (wage per week):

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week $
On appointment	364.00	244.30	608.30
After six months' service	407.30	244.30	651.60
After two years' service	431.70	246.30	678.00

(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.

2009 WAIRC 00787

Clerks' (Control Room Operators) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

14. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this award.

(2) Control Room Operators (wages per week):

	Base Rate Per Week$	Arbitrated Safety Net Adjustment Per Week$	Total Rate Per Week$
During the first six months experience	361.40	244.30	605.70
Thereafter	395.50	244.30	639.80

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.

(3) (a) Casual employees may be employed at an hourly rate for a lesser period than thirteen weeks and shall be paid while so employed 20 per cent in addition to the rates prescribed above, with a minimum engagement of four hours.

(b) Subject to any agreement between the employer and the employee to the contrary subclause (4) of Clause 7. - Hours shall not apply to casual employees.

(c) Notwithstanding anything contained in this subclause the basis and terms of employment of casual clerks may be varied in any particular case by agreement in writing between the employer and the Union.

(4) (a) Part-time employees may be employed at an hourly rate for a lesser period per week than the hours usually worked in each establishment.

(b) Payment for annual leave and sick pay, for part-time employees, shall be strictly related proportionately in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

(c) For the purpose of this clause part-time employees weekly hours shall not exceed thirty-two except by written agreement with the Union.

(d) In the event of any dispute concerning the employment of any part-time employee the matter may be referred to a Board of Reference.

(e) Subject to any agreement between the employer and the employee to the contrary subclause (4) of Clause 7. - Hours shall not apply to part-time employees.

SCHEDULE "B" - ENTERPRISE AGREEMENT - Wormald Security Australia Pty Ltd

(1) Application:

The provisions of this schedule shall be read in conjunction with the provisions of the Award and, where these provisions are inconsistent with, or different from, the provisions of the Award, the provisions of this schedule shall prevail.

(2) Rates of Pay:

Notwithstanding the provisions of subclause (2) of Clause 14. - Rates of Pay the following minimum weekly rates of wages shall be paid to employees covered by this agreement -

Control Room Operators	$
During the first six months' experience	569.70
Thereafter	569.70

(3) Casual Employees:

Notwithstanding the provisions of Clause 14 subclause (3) paragraph (a) of the Award, casual employees may be employed for periods exceeding 4 weeks provided -

(a) A maximum of 3 persons may be employed on a casual basis at any one time.

(b) Only 1 casual employee may be rostered for work on any 1 shift - i.e. the casual employee must be rostered on a shift simultaneously with a full-time Control Room Operator.

However, if due to unforeseen circumstances in one off situations and provided no permanent staff member is able to cover for these instances, two casual employees may be rostered on the one shift.

(c) Should there be a need for a reduction in hours to be worked or in the number of staff employed in the Control Room then the number of hours worked by casual employees or the number of casual employees employed shall be reduced first.

(d) Casual employees shall not be employed at the expense of permanent staff members.

(4) Hours:

Notwithstanding any other provisions of the Award:

(a) The employer and an employee may agree to an alternative method for taking off "Accrued Days Off" which accrue to an employee pursuant to the provisions of the Award; or

(b) (i) The employer may discharge his obligation to provide "Accrued Days Off" upon receipt, in writing, of a request from an employee that payment be made in lieu thereof.

(ii) Such payment, if agreed by the employer and the employee, shall be for the number of "Accrued Days Off" specified in the written request, and shall be paid at the employee's ordinary rate of pay.

(5) Flexible Working Hours:

The parties undertake to formulate suitable provisions that would enable the employer to introduce more flexible working hours arrangements.

2009 WAIRC 00788

Clerks' (Credit and Finance Establishments) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week):

(a)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate Per Week $
At 21 years of age	361.10	244.30	605.40
At 22 years of age	365.30	244.30	609.60
At 23 years of age	369.10	244.30	613.40
At 24 years of age	373.00	244.30	617.30
At 25 years of age and over	377.40	244.30	621.70

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $5.60 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate Per Week $
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.20	244.30	627.50

(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Junior Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive -

	$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

2009 WAIRC 00789

Clerks' (Customs and/or Shipping and/or Forwarding Agents) Award

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by

prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. - RATES OF PAY

The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week):

(a)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate Per Week $
At 21 years of age	361.10	244.30	605.40
At 22 years of age	365.30	244.30	609.60
At 23 years of age	369.10	244.30	613.40
At 24 years of age	373.00	244.30	617.30
At 25 years of age and over	377.40	244.30	621.70

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week$	Arbitrated Safety Net Adjustment Per Week $	Total Rate $ Per Week$
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.20	244.30	627.50

(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Junior Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive –

	$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

2009 WAIRC 00790

Clerks' (Grain Handling) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

8. - WAGES

(1) The rates of pay of adult employees shall be as prescribed by this clause and the rates of pay of junior employees shall be the following percentages of the prescribed adult rate for the work upon which the junior employee is engaged:

Under 18 years of age	60%
At 18 years of age	70%
At 19 years of age	80%
At 20 years of age	90%

(2) The weekly rate of pay for adult employees shall be as follows:

	$	ArbitratedSafety Net$	Total$
Level 7:			
Base	519.90	244.30	764.20
Increment 1	532.20	244.30	776.50
Increment 2	544.50	244.30	788.80
Increment 3	556.80	244.30	801.10
Increment 4	569.10	244.30	813.40
Level 6:			
Base	479.10	244.30	723.40
Increment 1	487.20	244.30	731.50
Increment 2	495.30	244.30	739.60
Increment 3	503.50	244.30	747.80
Increment 4	511.70	244.30	756.00
Level 5:			
Base	422.90	246.30	669.20
Increment 1	434.10	246.30	680.40
Increment 2	445.30	246.30	691.60
Increment 3	456.50	246.30	702.80
Increment 4	467.80	244.30	712.10
Level 4:			
Base	392.00	244.30	636.30
Increment 1	402.30	244.30	646.60
Increment 2	412.60	244.30	656.90
Level 3:			
Base	369.50	244.30	613.80
Increment 1	377.00	244.30	621.30
Increment 2	384.50	244.30	628.80
Level 2:			
Base	359.50	244.30	603.80
Increment 1	364.50	244.30	608.80
Level 1			
Base	350.40	244.30	594.70

(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) No employee shall, as a result of the implementation of this classification structure, suffer any reduction in wages or conditions which the employee was receiving as at 11 October, 1991.

(5) (a) Promotion to an employee's next and subsequent increments shall be based on a combination of performance, qualifications and experience.

(b) Reclassification to another level shall be subject, but not limited to, the employee satisfying the relevant criteria, training requirements and competency standards for that level.

(c) Application for progression to the employee's next increment or for reclassification may be made by the employee or by the employee's Section and/or Department Head.

(6) The employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training.

2009 WAIRC 00791

Clerks' (Hotels, Motels and Clubs) Award 1979

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

7. - WAGES

(1) The minimum fortnightly rates of pay for employees covered by this Award shall be as set out in this clause.

(2) Adult Employees (rate per fortnight):

		Base Rate per Fortnight $	Arbitrated Safety Net Adjustment per Fortnight $	Total Rate per Fortnight $
(a)	At 21 years of age	724.10	488.60	1212.70
	At 22 years of age	732.40	488.60	1221.00
	At 23 years of age	739.80	488.60	1228.40
	At 24 years of age	747.70	488.60	1236.30
	At 25 years of age and over	756.70	488.60	1245.30
(b)	Adult stenographers, comptometer or calculating or ledger machine operators shall receive in addition to the rates set out in paragraph (a) of this subclause, the following amount per fortnight. Provided that the allowance shall not be paid to an employee for using a calculator for the purpose of simple arithmetic calculation.			11.30
(c)	Senior Clerks (classified as such or in default of agreement, by a Board of Reference)	768.60	488.60	1257.20

(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.

(3) Junior Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per fortnight -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall receive in addition to the rates set out in paragraph (a) of this subclause, the following amounts per fortnight -

	$
At 17 years of age	1.50
At 18 years of age	2.30
At 19 years of age	5.00
At 20 years of age	6.80

Provided that the allowance shall not be paid to an employee for using a calculator for the purpose of simple arithmetic calculation.

2009 WAIRC 00792

Clerks' (R.A.C. Control Room Officers) Award of 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

31. - RATES OF PAY

The following shall be the base rates of wages per week payable to employees covered by this award.

		Base Rate $	Supplementary Payment $	Total Rate$
(1)	Grade 1: Service Operator			
	Level 1	387.00	241.50	628.50
	Level 2	387.00	244.30	631.30
(2)	Grade 2: Service Operator			
	Level 1	393.50	245.50	639.00
	Level 2	398.90	244.30	643.20
(3)	Grade 3: Service Operator			
	Level 1	398.90	250.10	649.00
	Level 2	398.90	264.60	663.50
(4)	Grade 4: Service Operator			
	Level 1	425.70	247.60	673.30
	Level 2	425.70	262.80	688.50

(5) Definitions:

(a) Grade 1: Service Operator - Main Job Function:

To receive and make telephone calls from club members (and potential members) requesting assistance and providing service as required.

Indicative Key Tasks:

- · Access database and enter bookings in relation to emergency breakdown service.
- · Receive, make and transfer telephone calls from Automatic Call Distribution system and freeway phone.
- · Retrieve and enter information into database.
- · Arrange vehicle inspection bookings.
- · Provide information to members and other callers by telephone on RAC products, services and procedures.

Employees at Grade 1 are expected to work within established routines, methods and procedures and after 4 weeks of training, shall work without direct supervision. They perform and are accountable for clerical and service tasks as directed within the general tasks outlined above.

(b) Grade 2: Service Operator - Main Job Function:

In add ition to the general duties of a Grade 1 Service Operator, a Grade 2 employee is required to perform tasks as generally indicated below.

Indicative Key Tasks:

- · Use VDU terminal for data communication with mobiles and access data base.
- · Use voice radio for direct communication with mobiles.
- · Use telephone for direct communication with staff, members and contractors.
- · Operate manual job card system.
- · Access database and make bookings in relation to services over and above those in Grade 1.

Employees at Grade 2 perform tasks using a more extensive range of skills and knowledge than Grade 1 Service Operators. They are required to exercise frequent low level decision making skills within established procedures and may apply limited discretion within their range of skill, knowledge, experience subject to routine supervision.

A working knowledge and understanding of the overall RAC phone room operation is required.

(c) Grade 3: Service Operator

In addition to the general duties of Grade 2 Service Operator, a Grade 3 employee is required to perform tasks as generally indicated below.

Indicative Key Tasks:

- · Prioritise and dispatch jobs to individual mobiles, using data or radio transmission.
- · Evaluate metropolitan fringe jobs for possible allocation to contractors.
- · Operate manual job system.
- · Ensure that Patrols are given breaks at the correct times.
- · Use VDU terminal to dispatch to mobiles.

- · Use voice radio to dispatch and receive jobs from mobiles.
- · Discuss with members and arrange towing/battery service as required.
- · Assist Shift Supervisor with issue of Patrol stores.
- · Manning of VK1 phone.
- · Assist with tasks undertaken by all staff up to and including Grade 3.

Employees at this grade as part of their required duties perform clerical and service tasks at a higher level than Grade 2. They have greater responsibility and accountability for their work which requires them to act upon most internal and external enquiries.

(d) Grade 4: Service Co-ordinator - Main Job Function:

Employees at this grade are primarily engaged to assist the Shift Supervisor and in doing so are required to provide general supervision and support to Grade 1, 2 and 3 Service Operators; and perform tasks as generally indicated below.

Indicative Key Tasks:

- · Dispatch work to Field Operators and Contractors.
- · Supervise and verify daily attendance and productivity records.
- · Relieve and assist control room staff as required.
- · Maintain control room stationery levels.
- · Receive and deal with telephone calls.
- · Issue stock to Patrols.

Employees at this grade are expected to supervise control room staff under guidance from the Shift Supervisor and generally perform tasks at a higher level than Grade 3 employees. A major focus of the position is customer relations.

Decision making and discretion is required within established procedures and overall the employee is responsible for his/her own work and the monitoring of others, reporting to the Shift Supervisor.

(6) Progression Within a Grade:

New employees shall be appointed at Level 1 of the relevant grade upon commencement.

Existing employees shall be graded according to the translation table at Appendix A of the Award and will be advised in writing of their classification. At twelve monthly intervals thereafter employees shall be subject to a performance appraisal and shall advance to the next level within their appointed grade upon completion of twelve months' satisfactory service.

Where an employee is denied an increment to the next level within a grade due to unsatisfactory performance, the Club shall further review the employee within three months from the expected date of progression. During the three months review period the employee shall be given adequate assistance by the employer and a reasonable opportunity to meet the performance requirements of the position.

(7) Progression From Grade to Grade:

An employee shall be graded according to the main job function for which they are employed. Movement to a higher grade shall be determined by the employer where the employee is required to and performs the duties of a higher classification and which is the employee's Main Job Function.

(8) Disputed Gradings:

Within 21 days of being graded, an employee dissatisfied with the grading determined by the employer may:

(a) in the first instance request in writing a review by the Human Resources Department stating the reasons for review and the Human Resources Department shall respond within 21 days.

(b) if the employee remains dissatisfied after considering the written reasons provided by the employer, the employee shall within 14 days request that a Board of Reference be called to determine the appropriate grading.

Any amendment to the employee's grading shall apply from the date of the employee requesting in writing a review in accordance with paragraph (a) hereof.

(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.

(10) Wages:

Wages shall be paid fortnightly calculated on an average basis including an average of 38 hours per week. The method of payment will be by electronic funds transfer. The pay period commences on Sunday and ends on the Saturday.

2009 WAIRC 00793

Clerks (Racing Industry - Betting) Award 1978

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

8. - RATES OF PAY

(1) The minimum rates of pay per hour payable to the employees classified hereunder shall be:

		Base Rate Per Hour $	Arbitrated Safety Net Adjustment Per Hour $	Total Rate Per Hour $
(a)	Clerk	9.97	6.42	16.39
(b)	Supervising Clerk and/or banker	10.41	6.42	16.83

(c) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(d) Increases in rates of pay available under the State Wage Case Principles shall be applied and calculated in the following manner to determine the hourly rates in Clause 1(a) and (b) if the State Wage principle increase is expressed as a weekly amount.

Total Rate Per Hour Column

((Total Rate Per Hour x 38) + New Safety Net Increase) divided by 38 = New Total Rate Per Hour

Arbitrated Safety Net Adjustment per Hour Column

(Total Rate per Hour Amount) subtract (Base Rate Per Hour Amount) = Arbitrated Safety Net Adjustment Per Hour Amount

All Rates per hour are rounded to the nearest cent.

(2) Employees under the age of 21 years who are not regularly operating or attending a computer terminal shall be paid 80% of the rate prescribed for a Clerk in subclause (1) hereof.

(3) In addition to the rates prescribed in subclauses (1) and (2) hereof employees shall be paid a loading calculated in the following manner:

(a)	Employees employed by the W.A. Turf Club	62%
(b)	Employees employed by the W.A. Greyhound Racing Association	46%
(c)	Employees employed by the W.A. Trotting Association	27%
(d)	All others	31%

(e) The loadings referred to in paragraphs (a), (b), (c) and (d) hereof include amounts in compensation for the fact that annual leave, annual leave loading and sick leave are not otherwise provided for in this award.

2009 WAIRC 00794

Clerks' (Swan Brewery Co. Ltd.) Award 1986

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE "A"

Rates of Pay

(1) Graded Adults

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate Per Week $
Grade A 1	515.20	244.30	759.50
2	509.40	244.30	753.70
3	503.70	244.30	748.00
Grade B 1	494.60	244.30	738.90
2	488.90	244.30	733.20
3	483.70	244.30	728.00
Grade C 1	473.20	244.30	717.50
2	468.20	244.30	712.50
3	463.30	244.30	707.60
(2) Upgraded Adults			
At 28 yrs of age and over	451.60	246.30	697.90
At 27 yrs of age and over	442.90	246.30	689.20
At 26 yrs of age and over	436.90	246.30	683.20
At 25 yrs of age and over	429.90	246.30	676.20
At 24 yrs of age and over	420.40	246.30	666.70
At 23 yrs of age and over	413.30	244.30	657.60
At 22 yrs of age and over	407.70	244.30	652.00
At 21 yrs of age and over	400.90	244.30	645.20
(3) Special Rates -			
(a) Secretaries, stenographers, accounts typists, comptometer operators, ledger posting machine or punch card tabulator operators, teletypists, audio typists and switchboard operators:			
At 27 yrs of age and over	455.60	246.30	701.90
At 26 yrs of age and over	440.80	246.30	687.10
At 25 yrs of age and over	433.50	246.30	679.80
At 24 yrs of age and over	425.00	246.30	671.30
At 23 yrs of age and over	417.20	246.30	663.50
At 22 yrs of age and over	411.30	244.30	655.60
At 21 yrs of age and over	405.00	244.30	649.30
(b) Senior secretaries			
Secretary 1	472.00	244.30	716.30
Secretary 2	483.40	244.30	727.70
(c) Display Clerk	484.10	244.30	728.40
(d) Programmer	495.70	244.30	740.00

(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.

(5) Junior (percent of minimum adult rate for classification in which employed).

	%
At 20 years of age	92
At 19 years of age	75
At 18 years of age	65
At 17 years of age	55
At 16 years of age and over	50

2009 WAIRC 00795

Clerks' (Taxi Services) Award of 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. - RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this award.

(2) Adult Employees (rate per week):

(a)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate Per Week $
At 21 years of age	361.10	244.30	605.40
At 22 years of age	365.30	244.30	609.60
At 23 years of age	369.10	244.30	613.40
At 24 years of age	373.00	244.30	617.30
At 25 years of age and over	377.40	244.30	621.70

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive $4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week $	Arbitrated Safety Net Adjustment Per Week $	Total Rate Per Week $
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.20	244.30	627.50

(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Junior Employees:

(a) Percentage of the rate for an adult employee at 21 years of age per week -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive -

	$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

2009 WAIRC 00796

Clerks' (Wholesale & Retail Establishments) Award No. 38 of 1947

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by

prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

11. - CLASSIFICATIONS AND WAGE RATES

11.1 Grading structure

11.1.1 Advising employees of grading

11.1.1 (a) All employees covered by this award shall be graded according to the grading structure set out in this clause. Employers shall advise their employees in writing of their grading and of any changes to their grading.

11.1.1 (b) Employees shall be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out in the Grade descriptors.

11.1.1 (c) This classification structure will not be used to assess the award wage rate of any person who is a proprietor, director, or manager of a company, business or undertaking, or any person to whom has been delegated the right to engage and terminate the employment of other employees.

11.1.1 (d) Employees may be required to train other employees in the skills of their own grade, or grades below their own, by means of personal instruction and demonstration.

11.1.2 Employees disputing grading

11.1.2 (a) An employee can dispute any grading or new grading made in accordance with 11.1 hereof by advising the employer in writing.

11.1.2 (b) If this dispute cannot be resolve by the employer and employee in a reasonable time it will be dealt with in accordance with the dispute resolution procedure in this award.

11.2 Classifications and wage rates

11.2.1 Grade 1 clerical assistant

Adult	**Weekly award rate $**
First year of experience at this grade	603.10
Second year of experience at this grade	616.90
Third year of such experience and thereafter	628.50

11.2.1 (a) Employees in this grade perform and are accountable for clerical and office tasks as directed within the skill levels set out. They work within established routines, methods and procedures. Supervision is routine or direct.

11.2.1 (b) Machine operation - skill level 1

Operate telephone/intercom systems (eg Commander type), telephone answering machines, facsimile machines, photocopiers, franking machines, guillotines, calculator and adding machines, paging system, typewriter and telex machines.

11.2.1 (c) Computer - Skill Level 1

Use knowledge of keyboard and basic menu-driven options and function keys to enter, retrieve and print data; use printer.

Use of safe and correct opening and closing down procedures.

11.2.1 (d) Information handling skills - skill level 1

Receive, sort, open, distribute incoming mail, process outgoing mail, receive incoming and despatch outgoing courier mail, deliver messages and documents to appropriate persons/locations;

Work with established filing/records system in accordance with set procedures including creating and indexing new files, distributing files/publications within the organisation as requested; monitoring file locations.

Prepare and collate documents, take telephone messages;

Transcribe information into records, sort and file documents/records accurately in correct locations/sequence using an established filing system.

11.2.1 (e) Enterprise/industry, specialist skills - skill level 1

Acquire and apply a limited knowledge of office procedures and requirements.

Relay internal information.

11.2.1 (f) Business/Financial - skills level 1

Sort, process and record original source financial documents (e.g. invoices, cheques, correspondence) on a daily basis.

11.2.2 Grade 2 clerical officer

Adults	**Weekly award rates $**
First year of experience at this grade	639.00
Second year of experience at this grade	643.10
Third year of experience at this grade and thereafter	649.00

11.2.2 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 1. They are responsible and accountable for their own work, which is performed within established routines, methods and procedures.

Supervision is general.

11.2.2 (b) Technical Skills

Machine Operation - skill level 2

Operate switchboard (PABX system)

Keyboard Typing - skill level 1

Produce documents using standard formats at 25 wpm with 98% accuracy.

Computer- skill level 2

Manipulate previously created data bases, spreadsheets/worksheets; calculate alpha-numerical and related information to perform routine tasks and generate simple reports.

Word Processing - skill level 1

Produce simple and routine documents using keyboard skills within designated timeframes.

11.2.2 (c) Information handling skills - skill level 2

Maintain mail register and records. Use and maintain established filing/records systems in accordance with set procedures including creating and indexing new files, distributing files within the organisation as requested, monitoring file locations;

11.2.2 (d) Enterprise/industry, specialist skills - skill level 2

Acquire and apply a working knowledge of office or sectional operating procedures and requirements.

Interpret and action information supplied.

Acquire and apply a working knowledge of the organisation's structure and personnel in order to deal with inquiries at first instance, locate appropriate staff in different sections, relay internal information, respond to or redirect inquiries, greet visitors.

11.2.2 (e) Business/financial skills - skill level 1

Assist in the maintenance of financial records and journals, including checks and authorisation. Maintain and record petty cash, prepare bank deposits and withdrawals banking; Check time and wage records.

11.2.3 Grade 3 clerical officer

Adults	**Weekly award rates $**
First year of experience at this grade	656.50
Second year of experience at this grade	663.50

11.2.3 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 2.

They are responsible and accountable for their own work, which is performed within established guidelines, they exercise limited discretion within the range of their skill and knowledge. Supervision is limited.

11.2.3 (b) Technical Skills

Machine Operation - skill level 3

Operate computerised radio telephone equipment, dictaphone equipment or other equipment of equal complexity.

Computer - skill level 3

Use one or more software application package(s) to operate and populate a database, spreadsheet/ worksheet to achieve a desired result; graph previously prepared spreadsheet; use simple menu utilities.

Following standard procedures to template for the preceding functions using existing models/fields of information.

Create, maintain and generate simple reports.

Keyboard Typing - skill level 2

Accurately produce documents and correspondence using knowledge of standard formats, touch type, audio type within established procedures.

Copy type at 40 wpm with 98% accuracy.

Word Processing - skill level 2

Use one or more software packages to create format, edit, proof read, spell check, print and save text documents, e.g. standard correspondence and business documents.

Apply additional functions such as search and replace, variable fonts, moving and

11.2.3 (c) Secretarial - skill level 1

Take shorthand notes at 80 wpm and transcribe with 98% accuracy. Arrange travel bookings and itineraries, make appointments.

11.2.3 (d) Enterprise/industry, specialist skills - skill level 3

Apply a working knowledge of the organisation's products/services, functions, locations and clients. Respond to and act upon most internal/external inquiries in own function area.

11.2.3 (e) Information handling skills - skill level 3

Oversee record management systems including review and analysis.

11.2.3 (f) Business/financial skills - skill level 2

Maintain financial records and journals, maintain payroll records; prepare accounts payable for payment.

11.2.4 Grade 4 clerical officer

Adults	**Weekly award rate $**
	691.30

11.2.4 (a) Employees in this grade perform clerical and office tasks using a more extensive range of skills and knowledge at a level higher than required in Grade 3. They are responsible and accountable for their own work, and exercise discretion and initiative in the organisation of work within prescribed limits. Supervision is limited.

11.2.4 (b) Keyboard typing - skill level 3

Format complex documents including technical data, technical language, tables, graphs, text design, indexing, variable type face; produce documents requiring specified form or to comply with regulations or standards.

11.2.4 (c) Computer - skill level 3

Apply knowledge of intermediate functions to manipulate data, i.e. modify fields of information, develop new basic databases or spreadsheet models; spreadsheet, perform reconciliation.

11.2.4 (d) Word processing - skill level 2

Use one or more software packages to apply advanced functions such as text columns, money columns, tables, e.g. to produce financial statements, printed forms, sorting, boxes, create displays of charts or graphs in report format, select style sheets appropriate to final presentation.

11.2.4 (e) Secretarial - skill level 2

Take shorthand notes at 100 words per minute and transcribe at 95% accuracy; manage executive appointments; respond to invitations; organise internal meetings on behalf of executive; establish and maintain reference lists/personal contact systems for executives.

11.2.4 (f) Enterprise/industry, specialist skills - skill level 4

Provide detailed advice and information on the organisation's products and services; respond to client/public/supplier and internal organisation inquiries, within own function area, using such techniques as personal interview and liaison; explain organisation's viewpoint to clients and appropriate persons; using knowledge of internal/external regulatory requirements related to own function area. Acquire and use specialist vocabulary, i.e. technical/medical/legal within the scope of this grade.

11.2.4 (g) Information handling skills - skill level 4

Create new forms of files and records as required using computer-based records systems; e.g. customer/client/supplier and subscription lists. Access, identify, and extract information as required from external sources, e.g. databases, libraries, local authorities.

11.2.4 (h) Business/financial skills - skill level 3

Prepare cash payment summaries and banking reports; apply purchasing and inventory control requirements; reconcile debtors, creditors and general ledger accounts to balance; follow-up unpaid accounts by telephone liaison/interview, prepare documentation on overdue accounts for senior officers or referral to debt recovery processes; calculate wage and salary requirements including tax, superannuation and other deductions and transfer payments for authorisation; calculate stock valuations; prepare bank reconciliation; calculate costing using established formulae for all inputs and margins.

11.2.4 (i) Supervisory - skill level 1

Allocate work tasks to individuals, check work progress and correct errors.

11.2.5 Grade 5 administrative officer

Adult	**Weekly award rate $**
	724.30

11.2.5 (a) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 4. They are responsible and accountable for their own work, and may have limited responsibility for the work of others. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is minimal.

11.2.5 (b) Computer - skill level 4

Use a variety of application software packages within a micro/personal computer network including importing data from one package to another. Evaluate usefulness or applicability of software programs (using existing software programs) and recommend preferred solutions to meet new or different application requirements. Use advanced spreadsheet functions (e.g. Macro functions etc) to enhance operation of the spreadsheet. Use a central computer resource to an equivalent standard.

11.2.5 (c) Word processing - skill level 3

Use all preceding word processing functions and integrate word processing software with other application software packages to produce complex text and data documents. Apply knowledge of desktop publishing to integrate complex documents. Apply advanced functions including Macros, moving columns for complex formatting of documents such as multi-column reports and presentations, including booklets. Apply complex maths functions.

11.2.5 (d) Secretarial - skill level 3

Take shorthand notes at 120 words per minute and transcribe at 95% accuracy; attend executive/organisational meetings and take minutes; answer executive correspondence from verbal or rough hand-written instructions; organise teleconferences.

11.2.5 (e) Enterprise industry, specialist skills - skill level 5

Apply detailed knowledge of the industry in which the organisation operates to complex issues/arrangements in such areas as consumer/client services, special products/service knowledge, and respond within established internal/external regulatory parameters and policies. Indicative Specialist Skills Include; apply detailed knowledge of customs law and regulations to overseas sales and ordering. Apply detailed knowledge of

inventory/stock requirements to obtain competitive quotations and initiate purchasing. Apply detailed knowledge of internal/external regulatory parameters and policies relating to industrial employment law, occupational health and safety, workers compensation claims procedures, superannuation requirements.

11.2.5 (f) Information handling skills - skill level 5

Develop, plan and implement new paper based/manual filing records systems for the enterprise; assist in separate undertaking research (locate/solicit, summarise/extract and interpret information) related to function areas.

11.2.5 (g) Business/financial skills - skill level 4

Post transactions to ledger and prepare a trial balance; prepare end of the period adjustments and transfers using general journal; prepare financial/tax schedules for periodic tax requirements such as payroll, sales and group tax returns; reconcile general ledger accounts; determine costing by calculating input costs and margins.

Apply detailed knowledge of organisations credit terms to new accounts and to following up significant debtors, prepare periodic debtor statements.

11.2.5 (h) Supervisory - skill level 2

Resolve operational problems for staff in lower grades, co-ordinate work flow within a section or unit, and counsel and advise staff who are under routine supervision.

11.2.6 Grade 6 administrative officer

Adults	**Weekly award rates $**
	764.30

11.2.6 (a) Employees in this grade perform clerical and administrative duties using a more extensive range of skills and knowledge at a level higher than required in Grade 5. They are responsible and accountable for their own work, and may have responsibility for the work of a section or unit. They exercise initiative, discretion and judgement within the range of their skills and knowledge. Supervision is by means of reporting to more senior staff as required.

11.2.6 (b) Computer - skill level 5

Operating/co-ordinating a group of computers such as a small multi-user system or a large group of personal computers which may include operating a help desk, running and monitoring batch jobs and performing regular back-ups and restores.

11.2.6 (c) Enterprise/industry, specialist skills - skill level 6

Apply knowledge of the organisation's objectives and performance, and apply specialist knowledge, in areas such as projected growth, product trends and general industry conditions, examples include: knowledge of competitors and major clients market structure in the performance of own responsibilities; import/export activities. Indicative Specialist Skills Include; Use knowledge of basic statistics to interpret data from spreadsheets, statistical tables, graphs and frequency tables in the performance of own responsibilities. Administration of workers compensation claims, insurance and disputed claims.

11.2.6 (d) Supervisory - skill level 3

Plan and organise work priorities of a unit or section; re-schedule workloads as necessary and resolve operational problems for unit or section; monitor work quality of those supervised; use observations, diagnosis and intervention skills to ensure unit/section meets objectives; organise and chair necessary work meetings/conferences; assist in planning future sectional/office organisational resources and equipment needs.

11.2.6 (e) Business/financial skills - skill level 5

Administer individual salary packages, travel expenses, allowances and company transport. Administer specialist salary and payroll requirements, e.g. Eligible Termination Payments, Superannuation Trust Deed Requirements, Redundancy Calculations, Maintenance Support Schemes, etc.

11.2.6 (f) Secretarial - skill level 4

As well as having shorthand skills of Skill Level 3, arrange conferences and external meetings, including venues, agendas, documentation, audio-visual requirements, catering, transport and accommodation; originate executive correspondence; assist executive in preparing, attending and following up appointments, interviews, meetings, etc; assume responsibility for Designated areas of executive's work, on delegated authority.

11.3 Supervision:

Employees are subject to five defined levels of supervision which can be generally categorised as follows:

Direct - the employee receives detailed instructions on work to be performed and is subject to frequent personal progress checks.

Routine - the employee receives broad instructions on work to be performed except when new or unusual features require more specific instructions. Work in progress is checked intermittently while all work is checked on completion.

General - the employee receives specific instructions only when new procedures or tasks are involved. Work is checked on completion.

Limited - the employee is subject to work checks which are generally confined to establishing that satisfactory progress is being made. Work is reviewed on completion.

Minimal - the employee is subject to final review/report back on work and may receive assistance with specific problems.

NB. Supervision is not a criteria for determining classification levels but should be used as a guide in determining the overall level of responsibility and autonomy expected of the principal functions of the job.

11.4 Junior Employees

Base Rate (per week) expressed as a percentage of the rate prescribed for the relevant year of experience at the Grade in paragraph 11.1 hereof appropriate to the work performed by the junior employee -

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

11.5 Casual Employees

11.5.1 A casual clerk may be employed at an hourly rate for a lesser period than four weeks and shall be paid while so employed, twenty-five percent in addition to the Weekly award rate prescribed by this award with a minimum engagement of four hours: Provided that, notwithstanding anything contained in this subclause, the basis and terms of employment of a casual clerk may be varied by agreement in writing between the employer and the Union.

11.5.2 Subject to any agreement between the employer and the employee to the contrary, subclause (6) of Clause 7. - Hours of Duty, shall not apply to such casual employee.

11.6 Part-time Employees:

11.6.1 A part-time employee shall be an employee engaged at an hourly rate for a lesser period per week than the hours usually worked in each establishment.

11.6.2 Progression through the incremental levels of the appropriate grade in this clause shall be strictly related proportionally in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

11.6.3 Payment of annual leave and sick pay for part-time employees shall be strictly related proportionately in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.

11.6.4 Subject to any agreement between the employee and the employer to the contrary, subclause (5) of Clause 7. - Hours of Duty, shall not apply to part-time employees.

11.7 Implementation:

An employer shall grade clerical employees according to this clause no later than the first pay period on or after the 1st October 2004 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase shall be implemented and paid in the following manner -

where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st October 2004:

where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st January 2005;

where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004 , two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st January 2005, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st April 2005;

where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st October 2004, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st January 2005, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1 st April 2005 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1 July 2005.

2009 WAIRC 00797

Club Workers' Award

21. – WAGES

(1) The following shall be the minimum fortnightly rates of wage payable to full-time employees covered by this award –

Level	Classification	$ per Fortnight
	Introductory	1139.40
Level 1	Food & Beverage Attendant Grade 1 Kitchen Attendant Grade1 Guest Services Grade 1 Gardener General Hand Yardman	1172.80
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	1223.00
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	1259.60
Level 4	Cook Grade 3 Storeperson Grade 3 Food & Beverage Attendant Grade 4 (Tradesperson) Guest Service Grade 4	1327.00
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	1410.40
Level 6	Cook Grade 5	1448.20

(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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00798

Cockburn Cement Limited 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

5. - WAGES

(1) Rates of Pay:

(a) The wage rates and classifications in this award are the result of a substantial restructuring of provisions in the awards which this award replaces. They represent one of the means for providing improved efficiency and performance in the production, maintenance and distribution operations of the company.

(b) The objective of the classification and wages provisions of this award is to provide the basis for an equitable career path opportunity for all employees aimed at providing a flexible and productive workforce which can, with appropriate training, efficiently meet the operational and maintenance needs of the employer. An additional objective is to also provide work and a working environment which is satisfying for employees.

(c) The total wage payable in this subclause shall be inclusive of all over award, site allowances, dirt and disability allowances, metal trades allowances or any other allowance or payment not provided for in Clause 34. - Special Rates and Provisions.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(d) The total wage payable fortnightly to all adult employees with more than two years service with the Company, except Woodman Point Dredging Operators, shall be:

Classification	**Rate Per Fortnight $**	**Relativity to Grade 4 %**	**ASNA Per Fortnight $**	**Total Rate Per Fortnight $**
Grade 1	977.70	88	488.60	1466.30
Grade 2	1022.10	92	488.60	1510.70
Grade 3	1066.60	96	488.60	1555.20
Grade 4	1111.00	100	488.60	1599.60
Grade 5	1155.40	104	488.60	1644.00
Grade 6	1199.90	108	488.60	1688.50
Grade 7	1244.30	112	488.60	1732.90
Grade 8	1288.80	116	484.60	1773.40

(e) The total wage payable fortnightly to all Woodman Point Dredging Operators with more than two years service with the Company shall be:

	Rate Per Fortnight $	**Relativity to DO Grade 4 %**	**ASNA Per Fortnight $**	**Total Rate Per Fortnight $**
Dredging Operator Grade 1	1177.10	88	488.60	1665.70
Dredging Operator Grade 2	1230.60	92	488.60	1719.20
Dredging Operator Grade 3	1284.10	96	484.60	1768.70
Dredging Operator Grade 4	1337.60	100	484.60	1822.20

(f) For the first two years of service with the Company an employee shall be paid 95% of their respective grade. Where an employee has previous experience with the Company in the two years prior to re-engagement, this may be taken into consideration as part of the first two years of service.

(2) Payment of Wages:

(a) Wages shall be paid fortnightly by direct deposit to the employee's Bank, Building Society, Credit Union Account or any other Institution with a BSB number for electronic banking, for the actual time worked.

(b) Each employee shall be provided in writing with details of the amount of wages to which the employee is entitled, the amount of deductions made thereupon, the net amount being paid and the number of hours worked.

(c) The ordinary rate per hour shall be calculated by dividing the appropriate fortnightly rate by 72 to the fourth decimal place, ie $00.0000 rounded off.

(d) An employee who lawfully leaves the employment or is dismissed for any reason, shall be paid wages up to that time of termination of employment and all monies due will be paid by electronic transfer or cheque at the time of termination or within 24 hours of such termination.

(e) All overtime, allowances and penalty rates as prescribed by this award may be paid if requested within 48 hours of the expiration of the pay period in which they occur.

(3) Leading Hand/Team Leader/Team Coordinator Rates:

(a) In addition to the wages prescribed in this Award a Leading Hand/Team Leader/Team Coordinator shall be paid 5% of his basic 36 hour week wage.

(4) Apprentices:

(a) The total wage payable fortnightly to all apprentices, expressed as a percentage of the Classification Grade 5 of paragraph (1)(d) of this clause shall be:

Four Year Term	**Relativity to Classification Grade 5 %**
First year	42
Second year	55
Third year	75
Fourth year	88

(b) Adult Apprenticeship

The total wage payable fortnightly to all first and second year adult apprentices shall be not less than the Grade 1 Classification rate, and for third year adult apprentices not less than 88% of the Grade 5 Classification rate expressed in paragraph (1)(d) of this clause.

(5) Junior Employees working in the chemical laboratory or clerical areas:

The total wage payable per fortnight, expressed as a percentage of the Classification Grade 1 Total Rate of paragraph (1)(d) of this clause.

	Relativity to Classification Grade 1 %
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

2009 WAIRC 00799

Commercial Travellers and Sales Representatives' 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

7. - WAGES

(1) The following shall be the minimum weekly rates of wages payable to employees covered by this award with effect on and from the commencement of the first pay period on or after 1 October 2009.

(a)

	Base Rate $	Arbitrated Safety Net Adjustments $	Award Rate $
(i) Commercial Traveller/Sales Representative	417.20	246.30	663.50
(ii) Country Traveller/Sales Representative	451.60	246.30	697.90

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.

(b) During the first three months in the industry in which the employer is engaged, an employee classified in (i) or (ii) above, shall be paid 85% of the appropriate rate of pay rounded to the nearest ten cents.

(c)

(i)	Probationary Commercial Traveller/Sales Representative	564.00
(ii)	Probationary Country Traveller/ Sales Representative	593.20

The above "Probationary" rates are calculated by taking 85% of the appropriate rate in paragraph (a) above and rounding to the nearest ten cents.

(2) Provided that a Commercial Traveller/Sales Representative, required by his/her employer to make periodic visits to country areas which necessitates him/her staying away from his/her normal place of residence for three or more nights in any one week, shall be paid as a country traveller/sales representative for that week.

(3) Where a worker is engaged on a “commission only” basis or an a “commission and retainer” basis he/she shall be paid per week not less than the relevant minimum rate of pay prescribed in this award. Where a worker is employed on a

"commission only" or "retainer and commission" basis the period in relation to which commission shall be calculated shall not be more than one month. The balance of commission outstanding after payment of the minimum remuneration as provided for by this clause shall be paid to the worker not later than one week following the last day of the said period.

At the time of payment of commission each worker shall be furnished with sufficient information to enable the worker to check the correctness of the amount of commission paid.

2009 WAIRC 00800

Community Colleges Award, 1990

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE A - SALARIES

(1) LECTURER SCALE

			Minimum Salary per annum $	Safety Net Adjustment per annum $	Total Salary per annum $
(a)	1.	Normal minimum commencing point for lecturers possessing no relevant post secondary qualifications	21558	11179	32737
	2.		23229	11284	34513
	3.		24900	11284	36184

		Minimum Salary per annum $	Safety Net Adjustment per annum $	Total Salary per annum $
4.		26573	11180	37753
5.	Minimum commencing point for graduate or equivalent qualification (UG2, UG1) without relevant experience	28265	11180	39445
6.	Minimum commencing point for trades lecturer with at least 5 years relevant post apprenticeship experience	30037	11284	41321
7.		31811	11284	43095
8.	Normal maximum point for lecturers possessing no relevant formal post secondary qualifications	33582	11284	44866
9.		35357	11179	46536
10.	Normal maximum point for lecturers not possessing relevant graduate qualifications (UG2, UG1) or equivalent level	37131	11179	48310
11.		38903	11179	50082
12.	Normal maximum point for lecturers with relevant graduate qualifications. Progression beyond this level requires a relevant four year UG1 graduate qualification or equivalent	40677	11179	51856
13.		42451	11179	53630
14.		44225	11179	55404

(b) A UG1 or UG2 qualification means an advanced education or university level award which meets the criteria for those qualifications laid down from time to time by the Australian Council for Tertiary Awards, or its predecessor.

(c) For Level 5, an approved equivalent means the qualification should be of similar level requiring a minimum of three years full time study beyond the year 12 level of secondary education at an advanced education level.

(d) Equivalent qualification for UG1 includes the following:

- UG2 plus a relevant TAFE Diploma;
- or a three year UG1 or UG2 plus one year post graduate award;
- or any other equivalent level of qualification approved by the employer.

(e) The performance management process will in special circumstances and subject to the lecturer completing a year of service at the level of a bar enable a lecturer to proceed beyond that bar, provided that no lecturer shall move beyond Level 12 unless that person possesses a relevant graduate qualification.

(2) SENIOR LECTURER

	Minimum Salary per annum $	Safety Net Adjustment per annum $	Total Salary per annum $
The salary of a Senior Lecturer shall be	47322	11179	58501

(3) HEAD OF DEPARTMENT

(a)	1.	48542	11179	59721
	2.	50263	11179	61442
	3.	51984	11179	63163

(b) Salary progression for a Head of Department shall be determined by Clause 12. - Annual Increments of this award. In subclause (2) of Clause 12. - Annual Increments of this award, annual increment dates shall be determined with reference to the date of appointment as a Head of Department.

(4) ALLOWANCES

Administrative and Management allowances shall be payable to staff appointed to the Lecturer Scale in accordance w ith the following provisions:

(a) the allowance shall be payable only in respect of special duties assigned from time to time by the Director;

(b) an Administration allowance of $1131 p.a. shall be payable for significant administrative responsibility involving the organisation and supervision of resources for programmes; and

(c) a Management allowance of $2262 p.a. shall be payable for significant programme management responsibilities including line responsibility for full time staff and budget control.

(5) FRACTION OF FULL TIME

Where the employment is on a fraction of full time basis the salary payable shall be a proportion of the appropriate full time salary prescribed by this clause for that employee, according to the fraction of full time being worked.

(6) ARBITRATED SAFETY NET ADJUSTMENT

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

SCHEDULE B - PART TIME PROVISIONS

Editor's note; The Safety Net increase for 2003 was calculated via the formula, 2003SWC increase ($17)/Standard hours(22)+ASNA=X for weekly wages up to and including $731.80 and 2003SWC increase ($15)/Standard hours(22)+ASNA=X for weekly wages over $731.80.

	Minimum Salary $ per hour	Safety Net Adjustment $ per hour	Total
Group A	50.00	10.13	60.13
Group B	41.24	9.68	50.92
Group C	38.43	9.53	47.96
Group D	34.27	9.31	43.58
Group E	25.85	8.91	34.76

(EDIT NOTE: the ASNA amounts were calculated by the percentage amounts for the $8 increase in Order 125/95 (75 WAIG 927))

(Editor's Note: The $15 ASNA adjustment was calculated by halving the adjustment for the previous 3 adjustments which totalled $30, as this ANSA was for $15)

(1) This scale will be adjusted annually in accordance with any change in full time academic salaries.

(2) Part time employees will be paid the hourly rates in this schedule or by such contract sum as may be agreed between the part time employee and the employer.

(3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 00801

Community Welfare Department Hostels Award 1983

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

21. - WAGES

(1) (a) The minimum weekly rates of wage payable to employees covered by this award shall be as follows:

	Base Rate	Arbitrated Safety Net Adjustment	Minimum award wage
Cook			
1st year of employment	397.70	244.30	642.00
2nd year of employment	402.00	244.30	646.30
3rd year of employment and thereafter	406.10	244.30	650.40
Groundsperson and/or Gardener			
1st year of employment	383.60	244.30	627.90
2nd year of employment	385.10	244.30	629.40
3rd year of employment and thereafter	392.30	244.30	636.60
Domestic Employee			
1st year of employment	369.70	244.30	614.00
2nd year of employment	374.30	244.30	618.60
3rd year of employment and thereafter	378.40	244.30	622.70

The classification Domestic Employee includes the following designations:

Kitchen Attendant, Pantry Attendant, Domestic, Yard Assistant, Dining Room Attendant, Laundry Employee and Machinist.

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Junior Employees

Junior Workers shall receive the following percentage of the 1st year rate for the class of work on which they are engaged:

	%
Under 16 years of age	60
16 to 17 years of age	70
17 to 18 years of age	80

(3) General Conditions:

(a) Junior employees may be employed in the proportion of one junior to every two or fraction of two not being less than one adult employee employed in the same occupation, provided that this ratio may be altered by written agreement between the Union and the employee concerned.

(b) Senior employees appointed as such by the employer shall be paid $21.80 per week in addition to the rates prescribed herein.

(c) A leading hand placed in charge of not less than three other employees shall be paid $21.80 per week in addition to the rates prescribed herein.

(d) Employees who are required to work their ordinary hours each day in two shifts and where the break between the two shifts is not less than three hours shall be paid $3.45 per day reimbursement for travelling expenses.

2009 WAIRC 00802

Contract Cleaners Award, 1986

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

20. – WAGES

(1) The minimum total rates of wages payable to employees covered by this award shall be

	Rate Per Week Award Wage$	Arbitrated Safety Net$	Total Wage$
(a) **Adult Employees:**			
Cleaner	412.60	196.30	608.90
Window Cleaner	419.30	196.30	615.60
(b) **Casual Employees:**			
Cleaner		19.23	
Window Cleaner		19.44	

(c) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Junior Employees:

The minimum rate of wage payable to junior employees engaged in a classification prescribed by subclause (1) of this clause shall be the percentage of the prescribed wage for an adult cleaner, as follows:

	%
Under 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

(3) Leading Hands:

Any full-time employee placed in charge of other employees shall be paid, in addition to the appropriate wage prescribed, the following:

	Rate Per Hour$
In charge of up to ten Cleaners	0.90
More than ten Cleaners	1.70

2009 WAIRC 00803

Contract Cleaners' (Ministry of Education) Award, 1990

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

20. - WAGES

(1) (a) The minimum weekly rate of wage payable to cleaners covered by this award shall be:

	Base Rate	Arbitrated Safety Net Adjustments	Wages per week
Cleaners	$377.40	244.30	$621.70

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) A casual employee shall receive 20% of the ordinary rate in addition to the ordinary rates prescribed herein for his/her class of work.

(3) Leading Hands:

Any full-time employee placed in charge of other employees shall be paid, in addition to the appropriate wage prescribed, the following:

Cleaner In Charge of a High School	$24.80 per week
Cleaner In Charge of a TAFE College:	
35 hours or less	$74.20 per week
35 hours or more	$99.00 per week

2009 WAIRC 00805

Country High School Hostels 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

24. - WAGES

(1) (a) The minimum weekly rates of wage payable to employees covered by this award shall be as follows:

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Total Rate
Cook			
1st year of employment	397.70	244.30	642.00
2nd year of employment	402.00	244.30	646.30
3rd year of employment and thereafter	406.10	244.30	650.40
Groundsperson and/or Gardener			
1st year of employment	383.60	244.30	627.90
2nd year of employment	385.10	244.30	629.40
3rd year of employment and thereafter	392.30	244.30	636.60
Domestic Employee			
1st year of employment	369.70	244.30	614.00
2nd year of employment	374.30	244.30	618.60
3rd year of employment and thereafter	378.40	244.30	622.70

The classification Domestic Employee includes the following designations:

Kitchen Attendant, Cleaner, Yard Assistant, Dining Room Attendant, and Laundry Attendant.

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) General Conditions:

(a) Senior employees appointed as such by the employer shall be paid $23.25 per week in addition to the rates prescribed herein.

(b) A leading hand placed in charge of not less than three other employees shall be paid $23.25 per week extra.

2009 WAIRC 00806

Country High School Hostels Authority Residential College Supervisory Staff Award 2005

2. - MINIMUM ADULT WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE A - SALARIES

	Annual Base Salary – on and from the commencement of the first pay period on or after 1 October 2009.	25% loading over 46 weeks
College Managers Grade A: 0 – 20		
1st year of service	39374	8680
Grade B: 21 – 80		
1st year of service	41054	9050
2nd year of service	42169	9296
3rd year if service	43009	9481
4th year of service or thereafter	43429	9574
Grade C: 81 – 130		
1st year of service	44277	9761
2nd year of service	45124	9947
3rdyear if service or thereafter	45965	10133

	Annual Base Salary – on and from the commencement of the first pay period on or after 1 October 2009.	25% loading over 46 weeks
Grade D: 131 – 200		
1st year of service	46383	10225
2nd year of service	47225	10411
3rd year if service or thereafter	48202	10626
Grade E: 201 – 300		
1st year of service	49275	10863
2nd year of service	50347	11099
3rd year if service or thereafter	51420	11335
Senior Supervisors		
Grade A: 0 – 20		
1st year of service	32836	7239
Grade B: 21 – 80		
1st year of service	34423	7588
2nd year of service or thereafter	35590	7846
Grade C: - 81 – 130		
1st year of service	36194	7979
2nd year of service or thereafter	36684	8087
Grade D: 131 – 200		
1st year of service	36989	8154
2nd year of service or thereafter	37128	8185
Grade E: 201 – 300		
1st year of service	37408	8246
2nd year of service or thereafter	37781	8329
Supervisors		
1st year of service	32183	7095
2nd year of service	32510	7167
3rd year of service or thereafter	32836	7239

Casual and Part-Time Supervisory Staff Hourly Rates of Pay

(25% Loading Excluded)

	on and from the commencement of the first pay period on or after 1 October 2009.
Part-time Supervisory Staff	$16.45 per hour
Casual Supervisory Staff (Includes 20% Casual Loading)	$19.74 per hour

For the purposes of calculating part-time and casual hourly rates of pay (25% loading allowance excluded) the following formulae will apply:

Part-Time Supervisor

Annual base salary x 12 divided by 313 = fortnightly base salary

fortnightly base salary divided by 75 = hourly salary.

Casual Supervisor

Part-time hourly salary + 20% loading = casual hourly salary.

2009 WAIRC 00807

CSBP & Farmers 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

9. - WAGES

(1) (a) The wage rates and classifications in this award are the result of a substantial restructuring of provisions in former awards which this award replaces. These provisions represent one of the means for providing improved efficiency and performance in the production and distribution operations of the employer.

(b) The objective of the classification and wages provisions of this award is to provide the basis for an equitable career path opportunity for all employees aimed at providing a flexible and productive workforce which can with appropriate training efficiently meet the operational and maintenance needs of the employer. In addition the objective is to provide work and a working environment which is satisfying for employees.

(2) An employee in the classification and group specified shall be paid weekly as follows:

Production and Maintenance Worker	Rate	Arbitrated Safety Net Adjustment	Total
	$	$	$
Group 1	429.60	206.30	635.90
Group 2	437.90	206.30	644.20
Group 3	446.20	206.30	652.50
Group 4	457.20	208.30	665.50
Group 5	468.00	208.30	676.30
Group 6	478.80	208.30	687.10
Group 7	491.80	208.30	700.10
Group 8	504.20	206.30	710.50
Maintenance Trades			
Group 1	491.80	206.30	698.10
Group 2	504.20	206.30	710.50
Group 3	515.50	206.30	721.80
Group 4	527.90	206.30	734.20
Group 5	565.10	208.30	773.40

(3) An employee specifically appointed to be a leading hand or a leading operator in charge of four or more employees shall be paid the appropriate allowances as follows:

One to three employees (other than apprentices and employees performing the duties of trades assistant)	$20.75 per week
Four to ten employees (including apprentices and employees performing the duties of trades assistant)	$31.85 per week
Over ten employees (including apprentices and employees performing the duties of trades assistant)	$41.00 per week

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 Production and Maintenance Worker Group 4 who is competent to perform the duties of a leading operator and who performs such duties as required, shall be paid the appropriate leading operator rate of pay except for the allowance prescribed by clause 9(3).

(5) A casual employee shall be paid at the classification and group specified plus a loading of twenty (20) per cent of the ordinary rate in lieu of the entitlements provided under clause 15 - Public Holidays, 16 - Annual Leave, 17 - Sick Leave, 28 - Maternity Leave, 29 - Bereavement Leave and 41 - Jury Service, provided that where a casual employee works on a public holiday the employee shall receive the rates provided in clause 15(3) in addition to the loading provided herein.

2009 WAIRC 00808

Cultural Centre Award 1987

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

16. - WAGES

(1) (a) The minimum weekly rate of wage payable to employees covered by this award, shall be as follows:

	Base Rate	Arbitrated Safety Net Adjustment	Minimum Award Wage
Cleaner			
1st year of employment	370.10	244.30	614.40
2nd year of employment	374.10	244.30	618.40
3rd year of employment and thereafter	378.30	244.30	622.60
Groundskeeper			
1st year of employment	378.00	244.30	622.30
2nd year of employment	385.60	244.30	629.90
3rd year of employment and thereafter	393.70	244.30	638.00
Attendant or Receptionist			
Attendant			
1st year of employment	394.30	244.30	638.60
2nd year of employment	402.70	244.30	647.00
3rd year of employment and thereafter	411.10	244.30	655.40
Security Officer			
1st year of employment	394.30	244.30	638.60
2nd year of employment	402.70	244.30	647.00
3rd year of employment and thereafter	411.10	244.30	655.40
Assistant Supervisor			
1st year of employment	432.00	246.30	678.30
2nd year of employment	440.20	246.30	686.50
3rd year of employment and thereafter	448.40	246.30	694.70
Installation Assistant			
1st year of employment	461.30	246.30	707.60
2nd year of employment	468.40	244.30	712.70
3rd year of employment and thereafter	476.30	244.30	720.60
Attendant Supervisor			
1st year of employment	476.20	244.30	720.50
2nd year of employment and thereafter	491.50	244.30	735.80
Installation Supervisor			
1st year of employment	521.30	244.30	765.60
2nd year of employment and thereafter	535.40	244.30	779.70
Regional Attendant			
1st year of employment	432.00	246.30	678.30
2nd year of employment	440.20	246.30	686.50
3rd year of employment and thereafter	448.40	246.30	694.70

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Leading Hands: In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid:

		$
(a)	if placed in charge of not less than one and more than five other employees	24.20
(b)	if placed in charge of more than six and not more than ten other employees	37.20
(c)	if placed in charge of more than 11 other employees	47.80

(3) A casual employee shall receive 20% of the ordinary rate in addition to the ordinary rate for their class of work.

2009 WAIRC 00809

Dairy Factory Workers' Award 1982

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

29. - WAGES

(1) The minimum weekly rate of wage payable to employees covered by this award shall be as expressed hereunder as a base rate, supplementary payment and arbitrated safety net adjustments: -:

		Base rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate
(a)	Dairy Production Worker - Grade I				
	A new employee with less than three months of employment in the industry who performs routine duties under supervision	284.70	40.70	244.30	569.70
(b)	Dairy Production Worker - Grade II				
	Shall mean an employee classified as such engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to				

		perform duties under supervision beyond the skills of a Grade I employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
		Special Duties - Grade II				
		Recrater/Decrater Cool Room Hand Wheeler Yard Person Auto Cutting, (Cheese Section) Spotter Hand Packer Machine Feeder Hand Conveyor Loader Box Maker Powdered Milk Bagger Cleaner (General)	314.00	44.80	244.30	603.10
(c)		Dairy Production Worker - Grade III				
		Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties with routine supervision, beyond the skills of a Grade II employee and who, may, be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
		Special Duties - Grade III				
	(i)	Mobile Electric Milk Crate Lifter	321.20	45.90	244.30	611.40
	(ii)	Cheese Room Hand (Machine Operator)				
	(iii)	Mill Attendant (Casein/Cheese Manuf. Plants)				
	(iv)	Separator Operator				
	(v)	Freezer Room Hand				
	(vi)	Laboratory Assistant				
	(vii)	Bulk Bag Operator (Milk Section)				
	(viii)	Separator Operator (Cheese)				
	(ix)	Pickers				
	(x)	Despatch Hands				
	(xi)	Cleaning/Machine Operator				
	(xii)	Milk Receiver and Sampler				
(d)		Dairy Production Worker - Grade IV				
		Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to carry out duties beyond the skills of a Grade III employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
		Special Duties - Grade IV Pasteuriser (HTST) Separator and/or Mix Maker Machine Operator (Cup) Tester and Grader Cream Grader (Single) Cream Tester (Single) Assist. Cheese maker Pasteuriser Operator (Cheese) Butter Cutter (in charge of machine) Vacreator Operator Tester and Grader (Casein Certificated) Casein Maker	328.60	46.90	244.30	619.80

		Continuous Evaporator (Dryer Operator) Machine Operator (Single) Blow Moulder Operator Reverse Osmosis and/or Ultra Filtration Operator Blender/Mix Maker Butter Maker Despatch (Multiple Function) Boiler Attendant				
(e)		Dairy Production Worker - Grade V Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties beyond the skills of a Grade IV employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained Special Duties - Grade V				
		Technical Assistant (Unqualified) Butter Maker with Certificate Machine Operator (Multiple) Auto Form – Fill Aspectic Machine Blow Moulder Operator (Advanced) Stores (Advanced) Process Controller (UHT, Ultra Clean, Pasteuriser)	343.20	49.00	244.30	636.50
(f)		Dairy Production Worker - Grade VI Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties, beyond the skills of a Grade V employee, and who, may be required to regularly carry out at least one of the specific duties listed hereunder for which they have been suitably trained – Secial Duties - Grade VI				
	(i) (ii) (iii)	Technical Assistant (Qualified) Cheese Maker (Qualified - up to 2 varieties) Process Controller (Advanced) Automated Batchmaking and Computerised Plant	350.40	50.10	244.30	644.80
(g)		Dairy Production Worker - Grade VII Shall mean an employee who is classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties beyond the skills required of a Dairy Production Worker - Grade VI and who, may be required to regularly carry out at least one of the specific duties listed hereunder for which they have been suitably trained – Special Duties - Grade VII				
	(i)	Laboratory Technician				
	(ii)	Cheese Maker (Advanced - more than 2 varieties)	365.20	52.00	246.30	663.50

(h) (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Junior Employees:

Junior employees shall receive the prescribed percentage of the adult rate for the class of work on which they are engaged.

	%
Under 17 years of age	70
17 to 18 years of age	80
18 to 19 years of age	90
At 19 years of age	Adult Rates

(3) The ordinary rate per hour shall be calculated by dividing the appropriate weekly rate by 38.

(4) The parties agree that the above wage rates include a first stage structural efficiency increase of $15.00 per week to all employees with any amount in excess of that determined by the Western Australian Industrial Relations Commission to be appropriate being absorbed in the second structural efficiency increase. The total structural efficiency increase will be that determined by the Commission in the State Wage Case Decision of 8 September 1989 (Application No. 1940 of 1989) namely -

(a)	basic skills/trainee level	$20.00
(b)	semi skilled	$25.00
(c)	tradesperson or equivalent	$30.00

(5) Structural Efficiency

(a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1707 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to this Award are committed to implementing a new wage and classification structure. In making this commitment the parties -

(i) accept in principle that the descriptions of job functions within a new structure will be broadly based and generic in nature;

(ii) state that wage increases arising from broadbanding and adjustment of minimum rates are subject to absorption into existing over award payments;

(iii) undertake that upon variation of the award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure;

(iv) will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply -

(i) the parties agree that the existing award disputes avoidance procedure shall be followed;

(ii) agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;

(iii) an agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;

(iv) reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

(6) The grade structure to be introduced on a trial basis without prejudice to the position of the parties to the award. The parties agree to review the operation of the grade structure at the end of the six months trial period with the aim of rectifying any problems which may have arisen with the grade structure.

This review shall include a consideration of the basis upon which award rates are to be incorporated into the award in the form of base rates and supplementary payments as required by the State Wage Principles. This consideration will take into account relevant outcomes of the "paid rates review" conducted by the Australian Industrial Relations Commission.

(7) Term

The provisions of this clause will apply for a term of 24 months from the first pay period commencing on or after 14 August 1990 during which time the parties will report back to the Commission on the following matters –

(a) The review referred to in subclause (6) of this clause.

(b) The conversion of the rates of pay contained in subclause (1) of this clause.

(c) The final form of the Definitions contained in subclause (1) of this clause.

(d) Training

(e) The progress of matters to be addressed under Clause 2B. - Award Modernisation of this award.

2009 WAIRC 00810

Dampier Port Authority Port Officers Award 1989

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

8. - SALARY

(1) A Port Control Officer shall be paid on an all inclusive basis the following:

Operative on and from the commencement of the first pay period on or after 1 October 2009	$ 62747

(2) The annual rate prescribed in subclause (1) above covers all payments for the performance of all duties performed by the officer, the disabilities associated with shift work and the periods of duty, and all circumstances relating to the working environment within the Port, and also includes compensation and penalty rates and payments related to all hours and overtime worked in accordance with the roster and work on Saturdays and Sundays, and public holidays.

(3) Salaries shall be paid in fortnightly instalments directly into a bank or credit union account nominated by the officer at the rate of one twenty sixth (1/26th) of the annual rate in respect of each complete fortnight of fourteen (14) days, and with respect to days not comprising a complete fortnight, payment will be made for each day at the rate of one fourteenth (1/14th) of the abovementioned fortnightly rate, and with respect to hours not comprising a complete daily payment the hourly rate shall be one eighth (1/8th) of the daily rate.

(4) Salaries shall be paid fortnightly on a day to be agreed between the officers and the Authority.

(5) So far as is reasonably practicable the amount due to an officer shall be paid no later than 4.00 p.m. on the pay day and shall be paid together with a memorandum setting out salary particulars.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 00812

Deckhands (Passenger Ferries, Launches and Barges) Award

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

4. - RATES OF PAY

The following shall be the minimum rates of wages payable to employees covered by this award.

(1)

	COLUMN A	COLUMN B + ASNA
Adult Deckhand	$392.80	$599.10

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Junior Employees (percent of wage for an Adult Deckhand)

Under 16 years of age	45%
16 to 17 years of age	55%
17 to 18 years of age	65%
18 to 19 years of age	75%
19 to 20 years of age	85%
20 to 21 years of age	100%

(3) An employee called upon to work at loading or unloading garbage and/or ashes or other like material shall be paid forty three cents per hour in addition to his rate prescribed herein.

(4) A junior employee called to work on slipways, cleaning, scraping, painting or overhauling launches, barges, punts or any other floating plant shall be paid the appropriate rate set out in subclause (2) of this clause, plus a margin of forty eight cents per hour.

(5) An employee required to work in the bilges shall be paid seventy cents per hour in addition to the rates prescribed herein.

2009 WAIRC 00813

Dental Technicians' and Attendant/Receptionists' Award, 1982

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

7. - WAGES

The following shall be the minimum fortnightly rates of wage payable to employees covered by this award.

			CURRENT	ASNA	NEW
(1)		Dental Technicians			
	(a)	Dental Technician	895.70	420.60	1316.30
	(b)	Senior Dental Technician	912.70	424.60	1337.30
	(c)	Advanced Dental Technician	974.30	424.60	1398.90
	(d)	Senior Advanced Dental Technician	991.30	424.60	1415.90
(2)		Laboratory Assistants			
	(a)	Laboratory Assistants	720.80	420.60	1141.40
	(b)	Junior Laboratory Assistants - percent of adult rate			
		Under 16 year of age	48%		
		16 to 17 years of age	58%		
		17 to 18 years of age	69%		
		18 to 19 years of age	82%		
		19 to 20 years of age	93%		
		20 to 21 years of age	99%		
(3)		Apprentices - percent of Dental Technicians ((1)(a)) rate			
	(a)	4 year term -			
		1st year	42%		
		2nd year	55%		
		3rd year	75%		
		4th year	88%		
	(b)	3.5 year term -			
		1st six months	42%		
		Next year	55%		
		Next following year	75%		
		Final year	88%		
	(c)	3 year term -			
		1st year	55%		
		2nd year	75%		
		3rd year	88%		

			CURRENT	**ASNA**	**NEW**
(4)		Assistants Attendants and Attendant/Receptionists			
	(a)	Dental Attendants and/or Receptionist	720.80	420.60	1141.40
	(b)	Dental Assistants	735.20	420.60	1155.80
	(c)	Senior Dental Attendant and/or Receptionist	737.80	420.60	1158.40
	(d)	Senior Dental Assistant	752.20	420.60	1172.80
	(e)	Junior Dental Assistants, Attendants and Attendant/Receptionist percent of relevant adult rate			
		Under 16 years of age		48%	
		16 to 17 years of age		58%	
		17 to 18 years of age		69%	

18 to 19 years of age	82%
19 to 20 years of age	93%
20 to 21 years of age	99%

(5) Casual employees shall receive twenty percent in addition to the rates prescribed in this clause for the work performed.

(6) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 00814

Department for Community Development (Family Resource Workers, Welfare Assistants and Parent Helpers) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE A – SALARIES

(1) Annual salaries applicable to employees covered by this Award:

Level	Salary Per Annum $	Arbitrated Safety Net Adjustment $	Total Salary Per Annum $
Level 1			
Under 17 years	11355	5636	16991
17 years	13270	6586	19856
18 years	15480	7684	23164
19 years	17918	8893	26811
20 years	20122	9987	30109
21 years or 1 st year of adult service	22104	10971	33075
22 years or 2 nd year of adult service	22756	10971	33727
23 years or 3 rd year of adult service	23407	10971	34378
24 years or 4 th year of adult service	24054	11076	35130
25 years or 5 th year of adult service	24705	11076	35781
26 years or 6 th year of adult service	25356	11076	36429
27 years or 7 th year of adult service	26105	10972	37077
28 years or 8 th year of adult service	26623	10972	37595
29 years or 9 th year of adult service	27389	10972	38361
Level 2			
2.1	28306	10972	39278
2.2	29009	10972	39981
2.3	29748	10972	40720
2.4	30529	10972	41501
2.5	31346	10972	42318

(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 21 years or 1 st year of adult service annual salary and multiplying the result by the new 21 years or 1 st year of adult service annual salary which includes the State Wage Case increase. The following formula is to be applied:

Current junior rate

21 years or 1 st year of adult service rate

x New 21 years or 1 st year of adult service rate

= New junior rate.

2009 WAIRC 00815

The Draughtsmen's, Tracers', Planners' and Technical Officers' 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

7. - WAGES

The following shall be the minimum rates of wages payable to employees covered by this Award -

(1) Trainee Draughtsperson (expressed as a percentage of the "First Year of Experience" rate of wage provided in subclause (3)(a) of this clause, and calculated to the nearest ten cents)

	%
17 years of age and under	52
18 years of age	62
19 years of age	75
20 years of age	88

(2) (a) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

	Wage Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Adult Tracers	$	$	$
First year of experience	331.70	244.30	576.00
Thereafter	343.80	244.30	588.10

(3) Adult Employees

	Wage Per Week	Supplementary payment	Arbitrated Safety Net Adjustment	Total Rate Per Week
(a) Draughtsperson-Detail Assistant Survey Draughtsperson Planning Assistant Technical Assistant Assistant Estimator				
First year of experience	363.60	34.10	244.30	642.00
Second year of experience	378.10	27.60	244.30	650.00
Third year of experience	399.60	18.80	246.30	664.70
Fourth year of experience	419.60	11.60	246.30	677.50
Thereafter	440.30	3.10	246.30	689.70

Provided that where an employee has been classified in a higher tradesperson classification such as toolmaker or patternmaker immediately prior to being classified as a draughtsperson - detail or assistant survey draughtsperson, he/she shall commence on the second year of the scale.

	Wage Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
(b) Draughtsperson-Senior Detail Survey Draughtsperson Planning Technician Technician Estimator			
First year of experience	452.50	246.30	698.80
Second year of experience	468.80	244.30	713.10
Thereafter	485.40	244.30	729.70
(c) Draughtsperson-Designing/Senior Survey Draughtsperson Production Planner Technical Officer Senior Estimator			
First year of experience	497.90	244.30	742.20
Second year of experience	518.60	242.30	760.90
Thereafter	542.90	244.30	787.20

(4) An employee subject to this award, who in addition to their ordinary duties, is required to supervise the work of three or more employees shall, in addition to the rate prescribed herein for their class of work performed, be paid per week the following allowances -

(a)	In the case of a draughtsperson detail, assistant survey draughtsperson, planning assistant or technical assistant	32.20
(b)	In the case of a draughtsperson, senior detail, survey draughtsperson, planning technician or technician	36.90
(c)	In the case of a draughtsperson, designing, senior survey draughtsperson, production planner or technical officer	41.60
(d)	In the case of a tracer	16.40

unless such an employee is required to supervise the work of 10 or more other employees when the allowance shall be -

(i)	for an employee classified in paragraph (a) above	41.60
(ii)	for an employee classified in paragraph (b) above	45.80
(iii)	for an employee classified in paragraph (c) above	50.30
(iv)	for an employee classified in paragraph (d) above	28.20

(5) (a) The supplementary payment payable to adult employees in paragraph (a) of subclause (3) of this clause and to trainee draughtspersons in subclause (1) is pursuant to the provisions of this subclause:

(i) Shall be for all purposes of the Award;

(ii) Shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this subclause, whether such payment is being made by virtue of any Order, Industrial Agreement or other agreement or arrangement.

(6) The rate prescribed for any classification in subclause (3) of this clause is not amended by subclause (5) of this clause and shall not, for the purpose of any other Award, Order, Industrial Agreement or other agreement or arrangement, be deemed to have been so amended.

(7) Structural Efficiency

(a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1707 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to this Award are committed to developing a proposal for a new wage and classification structure. In making this commitment the parties -

(i) accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(ii) state that wage increases arising from broadbanding and any adjustment of minimum rates which may occur, are subject to absorption into existing overaward payments;

(iii) will make provisions of an exemption for employers from the requirement to pay any increases arising from the broadbanding and any minimum rates adjustments which may occur;

(iv) intend to substitute the existing provisions of Clause 7 with a new wage classification structure and to make any consequential amendments no later than November 1990 or earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission;

(v) undertake that upon any variation of the award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;

(vi) will co-operate in any transition which may arise from the existing classification structure to a proposed new structure to ensure that any transition takes place in an orderly manner without creating false expectations or disputation.

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply -

(i) the parties agree that the existing award disputes avoidance procedure shall be followed;

(ii) agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;

(iii) an agreed authority such as TAFE and SESDA or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;

(iv) reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

2009 WAIRC 00816

The Dried Vine Fruits Industry Award, 1951

22. - WAGES

An employer on whom this award (or industrial agreement) is binding shall not increase the rate of wage payable to an employee on the 5th February, 1988 or otherwise vary the conditions of employment applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

(1)	Adult Workers (per week) -	ASNA
	All adults engaged in production	$597.70

(2)	Junior workers (per cent of the adult rate per week)	
	Under 16 years of age	50
	16 to 17 years of age	60
	17 to 18 years of age	70
	18 to 19 years of age	80
	19 to 20 years of age	90
	20 years of age	Adult rates

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Minimum wage - Adult Males and Females:

(a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(b) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(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 to the minimum adult award wage.

(f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(j) Adult Apprentices

(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(ii) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(iii) 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.

(iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00817

Drum Reclaiming Award

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

25. - RATES OF PAY

(1) The minimum weekly rates of wage payable to employees covered by this award shall be as follows:

	Base Rate $	ASNA $	Minimum Rate
Painting and incidental duties	348.30	244.30	592.60
Chiming, shaping, internal lacquering, rumbling, cleaning, classifying and drum inspecting, stencilling with a spray gun, spray painting	341.70	244.30	586.00
Yard Hands	331.50	244.30	575.80

(2) Junior Employees: Junior employees shall be paid the prescribed percentage of the adult rate for the class of work on which they are engaged.

	%
Under 16 years of age	50
16 to 17 years of age	60
17 to 18 years of age	70
18 to 19 years of age	80
19 to 20 years of age	90
20 years of age and over	Adult Rates

(3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 00818

Dry Cleaning and Laundry Award 1979

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

30. - WAGES

(1) The minimum weekly rate of wage payable to an adult employee covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder:

(a) Group Classification

		Minimum Rate $	STRUCTURAL EFFICIENCY ADJUSTMENT $
A	Tradesperson Dry Cleaner/ in charge of machinery maintenance and/or boiler	663.50	15.00
B	"Invisible" Mender Tailor or Tailoress	629.80	15.00
C	Presser Receiver and Despatcher in Charge (namely a person in charge of a depot and responsible for the keeping of records and responsible for cash) Cleaner (Operating Dry Cleaning Machine)	594.70	12.50
D	Repairer (other than Tailor or Tailoress) Spotter Presser (Off-set Press) Hand Ironer Receiver and/or Despatcher	594.70	12.50

		Minimum Rate $	STRUCTURAL EFFICIENCY ADJUSTMENT $
E	Wet Cleaner Steam Air Finisher Examiner of Garments Assembler of Garments Sorter of Garments	586.40	12.50
F	All other Adult Employees	569.70	10.00

Provided that a person employed in any area of operation of this Award who is required to be solely accountable for all aspects of a self-contained dry cleaning establishment including the receiving of garments and articles, the cleaning, spotting, pressing, packaging and despatch of garments and articles, the handling of moneys, the keeping of records and the maintenance of the establishment shall be paid at a rate of not less than the rate prescribed in this table for the Tradesperson Dry Cleaner. Provided that in such a case all receivers and despatchers in that establishment shall be paid in accordance with the rates prescribed for Group D of such table.

(b) Laundering Industry:

Classification	Minimum Rate Per Week $
Laundry Employee - Grade 1	578.05
Laundry Employee - Grade 2	584.75
Laundry Employee - Grade 3	611.30
Laundry Employee - Grade 4	619.60

(c) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Junior Employees:

(a) Dry Cleaning and Dyeing Industry

(i) Wages: The minimum rates of wages to be paid to junior employees shall be as follows:

	Percentage of Minimum Rate for Classification E - Sorter of Garments
Under 16 years of age	50
16 years and under 17 years	55
17 years and under 18 years	65
18 years and under 19 years	75
19 years and under 20 years	85
20 years and under 21 years	93

(ii) Proportion of Juniors:

(aa) Juniors may be employed in the following proportion of not more than two for every employee receiving the adult rate.

(bb) Calculation of Proportion: In the calculation of the proportion of the number of employees receiving the adult rate for the purposes of this clause, working proprietors shall be included, but each working proprietor shall be counted only once.

(iii) No person under 18 years shall be employed on a manually operated steam press (other than an off-set silk press) or a manually operated dry cleaning machine.

(iv) Junior employed in a Receiving Depot: Notwithstanding anything hereinbefore contained any junior working alone and responsible for cash transactions and/or in charge of depot shall be paid not less than the rate prescribed for a junior '19 years and under 20 years' plus an amount of $6.90 per week.

(b) Laundering Industry:

(i) Wages: The minimum rates of wages to be paid to junior employees shall be as follows:

	Percentage of Minimum Rate for the Classification in which they are Employed
Under 16 years of age	55
16 to 17 years of age	65
17 to 18 years of age	75
18 to 19 years of age	85
19 to 20 years of age	90
20 to 21 years of age	95

(3) Structural Efficiency:

(a) Arising out of the decision of the 1989 State Wage Case Decision (69 WAIG 2913) and in consideration of the wage increases resulting from the first structural efficiency adjustment payable from the first pay week commencing on or after 29 March 1990, employees are to perform a wider range of duties including work which is incidental to or peripheral to their main tasks or functions.

(b) Any changes to the classification system in the award will be based on the results of federal skill audit and trialing. The Union is prepared for the purposes of the second phase and in good faith, to duly consider any specific concerns identified by respondents to the Award and any proposals for trialing specific arrangements aimed at achieving greater flexibility for WA employers.

(c) In accordance with the Structural Efficiency Principle the parties are prepared to commit themselves to the:

(i) acceptance of classification change and new job specifications;

(ii) acceptance in principle that with due consultation between the relevant parties there will be no barriers to opportunity for advancement of employees within the award structure or through access to training;

(iii) co-operation in the transition from the old structure to the new structure in an orderly manner.

(d) In addition the Union gives the following commitments:

(i) preparedness of employees to undertake training associated with wider range of duties;

(ii) acceptance by the Union of the broad award framework and relationships established.

(4) (a) The structural efficiency increases specified in (1)(a) and below shall be added to existing actual rate of pay/base rates of pay for time employees/payment by results employees respectively and shall not be absorbed into any over award bonus payment.

GROUP	STRUCTURAL EFFICIENCY ADJUSTMENT $
F (all others)	10.00
E (rest of Group E)	12.50
D	12.50
C	12.50
B	15.00
A	15.00

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Earth Moving and Construction Award

27. - WAGES

The minimum rate of wage to be paid to and received by all employees shall be as follows:

	CLASSIFICATION	RATE PER WEEK$	ARBITRATED SAFETY NET ADJUSTMENT$	TOTAL RATE PER WEEK$
PART 1				
(a)	Engine Driver operating winch from pile driving rig net on pile driving	384.60	196.30	580.90
(b)	All stationary steam engine drivers whose work requires first or second class certificate	392.90	196.30	589.20
(c)	All other stationary steam engine drivers whose work requires third class certificate	379.70	196.30	576.00

	CLASSIFICATION—*continued*	RATE PER WEEK$	ARBITRATED SAFETY NET ADJUSTMENT$	TOTAL RATE PER WEEK$
(d)	Drivers of Internal Combustion Engines –			
	(i) if under 250 b.h.p.	388.50	196.30	584.80
	(ii) if 250 b.h.p. or over	395.70	196.30	592.00
(e)	Locomotive fireman	379.20	196.30	575.50
(f)	Boiler Attendant -			
	(i) attending one boiler			569.70
	(ii) attending two boilers	377.40	196.30	573.70
(g)	Driver of steam crane	386.10	196.30	582.40
(h)	Scotch Derrick power crane	405.30	196.30	601.60
(i)	Compressor driver over 30 h.p.	373.70	196.30	570.00
(j)	Driver of Wayne Road Sweeper	397.60	196.30	593.90

(k) Additions to margins, an Engine Driver engaged under this Part, as hereinafter specified shall have his/her marginal rate increased as follows:

(i)	Attending to electric generator or alternator exceeding 10 k.w. capacity	18.55
(ii)	Attending to refrigerator compressor or compressors	18.55
(iii)	Engine Driver in charge of plant	18.55
(iv)	Engine Driver in charge of switchboard of 350 k.w. capacity or more	5.85
(v)	Crane Drivers engaged on building construction or demolition	17.10

PART 2 - Mechanical Equipment

	CLASSIFICATION	RATE PER WEEK Inclusive of $15.90Industry Allowance $	Arbitrated Safety Net Adjustment$	TOTAL RATE PER WEEK $
Group 1		403.10	196.30	599.40
(a)	Operator lance type hand sprayer			
(b)	Operator aggregate dryer			
(c)	Operator pre-mix drag spreader			
(d)	Operator aggregate belt spreader			
(e)	Operator of joint inserting machine			
(f)	Operator concrete spray curing machine, self-propelled			
(g)	Operator pneumatic tyre tractor without power operated attachments, up to and including 15 kW net engine power			
Group 2		408.60	196.30	604.90
(a)	Operator crawler tractor without power operated attachments up to and including Class M4			
(b)	Operator crawler tractor with power operated attachments Class M2			
(c)	Operator pneumatic tyred tractor without power operated attachments above 15 kW up to and including 60kW net engine power. (This includes tilting or one man hitch trailer.)			
(d)	Operator pneumatic tyred tractor with power operated attachments, up to and including 15 kW net engine power			
(e)	Operator rear and bottom dump to and including 2 cubic metres struck capacity			
(f)	Operator back hoe self powered (not self propelled)			
(g)	Operator roller powered, under 8 tonnes			

	CLASSIFICATION—*continued*	RATE PER WEEK Inclusive of $15.90Industry Allowance $	Arbitrated Safety Net Adjustment$	TOTAL RATE PER WEEK $
(h)	Operator roller powered, vibrating, under 4 tonnes			
(i)	Operator trenching machine of the small Ditch Witch type			
(j)	Operator bitumen sprayer			
(k)	Screed operator, asphalt power			
(l)	Mixer operator, asphalt plant (capacity of less than 10 tonnes of hot mix per hour)			
(m)	Operator concrete spreader, powered, self propelled			
	,			
(n)	Operator concrete finisher, powered, self propelled			
(o)	Operator concrete finisher, powered, hand propelled			
(p)	Second-driver - navvy and dragline or dredge type excavator			
Group 3		421.70	196.30	618.00
(a)	Operator crawler tractor without power operated attachments Class M5 up to and including Class M10			
(b)	Operator crawler tractor with power operated attachments Class M3 up to and including Class M5			
(c)	Operator pneumatic tyred tractor without power operated attachments above 60kW up to and including 150 kW net engine power			
(d)	Operator pneumatic tyred tractor with power operated attachments above 15kW up to and including 60kW net engine power (not including tilting or one person hitch trailer)			
(e)	Operator drawn grader			
(f)	Operator trenching machine, chain type up to and including 1.5 metre depth or up to and including 300 mm width			
(g)	Operator pile driver (power operated winch)			
(h)	Operator rear and bottom dump of capacity above 2 cubic metres struck capacity up to and including 15 cubic metres struck capacity			
(i)	Driver of bitumen sprayer			
(j)	Operator Aggregate Loader (Country Roads Board, Victoria Model)			
(k)	Operator asphalt paver			

	CLASSIFICATION—*continued*	RATE PER WEEK Inclusive of $15.90Industry Allowance $	Arbitrated Safety Net Adjustment$	TOTAL RATE PER WEEK $
(l)	Mixer operator, asphalt plant (capacity of more than 10 tonnes of hot mix per hour)			
(m)	Operator roadroller, powered, 8 tonnes and up to 20 tonnes			
(n)	Operator roadroller, powered, 8 tonnes and up to 25 tonnes			
(o)	Operator roadroller, powered, vibrating ,4 tonnes and over			
(p)	Locomotive driver - petrol, oil, pneumatic or electric driven (if carrying passengers an additional rate of 60¢)			
(q)	Operator crawler loader up to and including 500 kg mass (See note 3)			
(r)	Operator pneumatic tyred loader up to and including 30 kW net			
Group 4		430.70	196.30	627.00
(a)	Operator crawler tractor without power operated attachments above Class M10 up to and including Class M30			
(b)	Operator crawler tractor with power operated attachments above Class M5 up to and including Class M15			
(c)	Operator grader power operated, below 35 kW net engine power			
(d)	Operator excavator up to and including 0.5 cubic metres			
(e)	Operator trenching machine ladder type, depth greater than 1.5 metres up to 2.4 metres and width above 300 mm up to 450 mm and bucket wheel trencher with equivalent capacity in cubic metres per hour			
(f)	Operator pneumatic tyred tractor with power operated attachments above 60 kW up to and including 150 kW net engine power			
(g)	Operator self powered scraper up to and including 100 cubic metres struck capacity			
(h)	Operator rear and bottom dump above 15 cubic metres struck capacity up to and including 30 cubic metres struck capacity			
(i)	Operator pneumatic tyred tractor without power operated attachments above 150 kW up to and including 500 kW net engine power			

	CLASSIFICATION—*continued*	RATE PER WEEK Inclusive of $15.90Industry Allowance $	Arbitrated Safety Net Adjustment$	TOTAL RATE PER WEEK $
(j)	Operator crawler loader above 5 000 kg mass up to and including 15 000 kg mass (See note 3)			
(k)	Operator pneumatic tyred loader above 30 kW up to and including 105 kW net engine power			
(l)	Operator roadroller, powered, over 25 tonnes			
(m)	Operator special track laying, fixing or levelling machine (employed on railway construction in W.A.)			
Group 5		435.00	196.30	631.30
(a)	Operator crawler tractor with power operated attachments above Class M15 and up to and including Class M30			
(b)	Operator grader power operated 35 kW up to and including 70 kW net engine power			
(c)	Operator pneumatic tyred tractor with power operated attachments above 150 kW up to and including 500 kW net engine power			
(d)	Operator self powered scraper above 10 cubic metres struck capacity up to and including 20 cubic metres struck capacity			
(e)	Operator excavator above 0.5 cubic metres up to and including 2.2 cubic metres. (This group including Gradall.)			
(f)	Operator trenching machine ladder type, greater than 2.4 metres depth, and minimum 450 mm width and bucket wheel trench equivalent in cubic metres per hour			
(g)	Operator rear and bottom dump above 30 cubic metres struck capacity up to and including 60 cubic metres struck capacity			
(h)	Operator crawler loader above 15 000 kg mass and up to and including 30 000 kg mass (See note 3)			
(i)	Operator pneumatic tyred loader over 105 kW up to and including 200 kW net engine power			
(j)	Operator crawler tractor without power operated attachments above Class M30 up to and including 60 000 kg mass			

Group 6		441.90	196.30	638.20
(a)	Operator excavator above 2.2 cubic metres struck bucket capacity up to and including 5.5 cubic metres struck bucket capacity			
(b)	Operator grader power operated above 75 kW up to and including 190 kW net engine power			
(c)	Operated pneumatic tyred loader above 200 kW up to and including 500 kW net engine power			
(d)	Operator crawler tractor with power operated attachment, above Class M30 up to and including 60 000 kg mass			
(e)	Operator crawler loader above 30 000 kg mass up to and including 60 000 kg mass (See note 3)			
(f)	Operator rear and bottom dump above 60 cubic metres struck capacity up to and including 120 cubic metres struck capacity			
(g)	Operator self power scraper above 20 cubic metres 50 cubic metres struck capacity struck capacity up to and including			

Special Work: A driver operating a tractor fitted with a blade and using such blade in breaking trail in heavy sidling country shall be paid an additional allowance of 8 cents per hour for each day or part of a day in which he/she is so occupied.

PART 2A - Mobile Crane Drivers

Operator of Mobile Crane with lifting capacity of:

	CLASSIFICATION	TOTAL RATEPER WEEK Inclusive of $15.60Industry Allowance$	Arbitrated Safety Net Adjustment$	TOTAL RATE PER WEEK$
(i)	Up to 8 tonnes	426.70	196.30	623.00
(ii)	In excess of 8 tonnes and not exceeding 15 tonnes	432.20	196.30	628.50
(iii)	In excess of 15 tonnes and not exceeding 40 tonnes	438.20	196.30	634.50
(iv)	In excess of 40 tonnes and not exceeding 80 tonnes	443.20	196.30	639.50
(v)	In excess of 80 tonnes and not exceeding 100 tonnes	447.40	196.30	643.70
(vi)	In excess of 100 tonnes and not exceeding 140 tonnes	453.40	196.30	649.70
(vii)	In excess of 140 tonnes and not exceeding 180 tonnes	461.60	196.30	657.90
(viii)	In excess of 180 tonnes and not exceeding 220 tonnes	471.40	198.30	669.70
(ix)	In excess of 220 tonnes	485.30	198.30	683.60

Note: Mobile cranes are defined as those mounted on a specially designed chassis or a lorry and capable of load manipulation, slewing, and travelling under their own power. Mobile cranes constructed as an attachment to or modification of a tractor, fall into the appropriate group for the tractor with power operated attachment.

The rates prescribed in Parts 2 and 2A of this Clause include an industry allowance as specified to compensate for the disabilities usually associated with earth moving and construction work.

1. (a) Crawler Tractors are classified in accordance with the proposed Australian Standard - "Classification of Crawler Tractor by Mass" as follows:

Class	Shipping Mass - Kilograms
M2	over 1000 up to 2000
M3	over 2000 up to 3000
M4	over 3000 up to 4000
M5	over 4000 up to 5000
M10	over 7000 up to 10000
M15	over 10000 up to 15000
M30	over 25000 up to 30000

(b) Crawler Tractors above 50 000 kg mass are classified as indicated in the wages table of this clause.

2. The classification of pneumatic tyred tractors and pneumatic tyred loaders is based on the proposed Australian Standard for Metric Tractor Classification.

3. Crawler Tractor front-end loaders are to be classified by using the mass of the tractor, including the loader attachment in lieu of the bare shipping mass.

4. Self propelled rollers are classified by mass complete, including maximum ballast.

5. Mobile cranes constructed as an attachment to or modification of a tractor, fall into the appropriate group for the tractor with power operated attachment.

6. Tractors without power operated attachment includes tractors:

(i) with power operated attachments not in use; and

(ii) with items which, although they have a power-unit of their own are not controlled by the operator of the tractor except for starting and stopping (for example - Drawn Vibrating Roller).

7. Back hoe when attached to a tractor shall be considered as a power operated attachment to the tractor.

8. Reference to bituminous surfacing equipment or Materials includes tar, sprayed work and hot mix work.

PART 3

Rates additional to and cumulative with any other rate specified for the employee:

		Total Rate per Week $
(1)	Employee operating side loader (truck mounted)	1.37
(2)	Employee operating mechanical bucket type loader, truck or tractor mounted	1.37
(3)	Employee in charge of plant (as defined)	21.94

Employee in charge of plant means

(a) when two or more employees are employed at the plant at the one time, the employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility; or

(b) an employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility over one or more other employees; or

(c) when he/she is the only person of his/her class employed on the plant the employee who does the general repair work of the plant in addition to the work of operating, but not when he/she merely assists a fitter or engineer to do such work; or

(d) where shifts are worked the employee who is directed to carry out the general repair work of the plant in addition to the work of operating, but not when he/she merely assists a fitter or engineer to do such work.

Minimum Wage - Adult Males and Females:

(a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(b) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(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 to the minimum adult award wage.

(f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(j) Adult Apprentices

(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(ii) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(iii) 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.

(iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

APPENDIX I

(1) This Appendix shall apply to employees who perform work within the scope of the award on:

(a) the construction, erection, repair, renovation, maintenance, ornamentation or demolition of a large industrial undertaking or any large civil engineering project, or

(b) the construction, erection, repair, renovation, maintenance, ornamentation or demolition of any multistorey building.

In the event of any disagreement arising concerning the application of this Appendix the matter shall be referred to a Board of Reference for determination.

(2) In lieu of the rates of wage prescribed in Parts 2 and 2A of Clause 27. - Wages of this award the following rates shall apply:

Edit Note: Actual weekly amount utilises formula see subclause (6).

Columns added for administrative purposes and reflect amounts in sub-clauses 2-5.

		Supplementary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage
	$	$	$	$	$	$	$
Plant Operator Group 1	341.90	52.10	246.30	20.85	682.10	7.70	689.80
Bitumen Sprayer Concrete Finisher, Powered Concrete Spreader, Powered Crawler Tractor With Power Operated Attachments (Up To And Including 2000kg Shipping Mass)							

		Supplementary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage
	$	$	$	$	$	$	$
Plant Operator Group 1*—continued*							
Dumper, Rear And Bottom (Up To And Including 2 Cubic Metres Struck Capacity) Hand Sprayer, Lance Type Pneumatic Tyred Tractor With Power Operated Attachments (Up To And Including 15 Kw Net Engine Power Roller (Under 8 Tonnes) Roller, Vibrating (Under 4 Tonnes) Second Driver, Navvy And Dragline Or Dredge Type Excavator , Trenching Machine (Small Ditch- Witch Type)	341.90	52.10	246.30	20.85	682.10	7.70	689.80
Plant Operator Group 2 Plant Sprayer (Driver) Concrete paver Crawler Loader (Up To And Including15 000 Kg Mass) Crawler Tractor With Power Operated Attachments (Over 2000 Kg Up To And Including 15 000 Kg Shipping Mass) Dumper, Rear And Bottom, (Above 2 Cubic Metres, Up To And Including 30 Cubic Metres Struck Capacity) Excavator (Up To And Including 0.5 Cubic Metres Struck Capacity) Grader (below 35 kW net engine power) Locomotive (not carrying passengers) Pile Driver	367.20	52.10	246.30	20.85	708.20	7.70	715.90

		Supplementary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage
	$	$	$	$	$	$	$
Plant Operator Group 2— ***continued***							
Pneumatic Tyred Loader (Up To And Including 105 Kw Net Engine Power)	367.20	52.10	246.30	20.85	708.20	7.70	715.90
Pneumatic Tyred Tractor With Power Operated Attachments (Above 15 Kw Up To And Including 150 Kw Net Engine Power)							
Roller (8 tonnes and above)							
Roller, Vibrating (4 Tonnes And Above)							
Scraper (up to and including 10 cubic metres struck capacity)							
Track Laying, Fixing Or Levelling Machine (Railway Construction)							
Trenching machine (depth up to 2.4 metres, and width up to 450mm) and bucket wheel trencher with equivalent capacity in cubic metres per hour.							
Plant Operator Group 3	381.00	52.10	244.30	20.85	720.40	7.70	728.10
Crawler Loader (Above 15 000 Kg Mass, Up To And Including 60 000 Kg Mass)							
Crawler Tractor With Power Operated Attachments (Above 15 000 Kg Up To And Including 60 000 Kg Mass)							
Dumper, rear and bottom (above 30 cubic metres, up to and including 120 cubic metres struck capacity)							
Excavator (Above 0.5 Cubic Metres, Up To And Including 5.5 Cubic Metres Struck Capacity. (This Group Includes Gradall) .							
Grader. (35 Kw Up To And Including 190 Kw Net Engine Power)							
Locomotive (Carrying Passengers)							

		Supplementary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage
	$	$	$	$	$	$	$
Plant Operator Group 3—*continued*							
Pneumatic Tyred Loader (Over 105 Kw Up To And Including 500 Kw Net Engine Power)	381.00	52.10	244.30	20.85	720.40	7.70	728.10
Pneumatic Tyred Tractor With Power Operated Attachments (Above 150 Kw Up To And Including 500 Kw Net Engine Power)							
Scraper (Above 10 Cubic Metres, Up To And Including 50 Cubic Metres Struck Capacity)							
Trenching Machine (Greater Than 2.4 Metres Depth And 450 Mm Width) And Bucket Wheel Trencher With Equivalent Capacity In Cubic Metres Per Hour.							

Special Work: A driver operating a tractor fitted with a blade and using such blade in breaking trail in heavy sidling country shall be paid an additional allowance of 8 cents per hour for each day or part of a day in which he is so occupied.

Mobile Crane Operators

Operator of mobile crane with lifting capacity of:

			Supplementary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage Rate
		$	$	$	$	$	$	$
(i)	up to 8 tonnes	358.40	52.10	246.30	20.85	699.20	7.70	706.90
(ii)	in excess of 8 tonnes and not exceeding 15 tonnes	368.40	52.10	246.30	20.85	709.50	7.70	717.20
(iii)	in excess of 15 tonnes and not exceeding 40 tonnes	376.90	52.10	244.30	20.85	716.20	7.70	723.90
(iv)	in excess of 40 tonnes and not exceeding 80 tonnes	383.60	52.10	244.30	20.85	723.10	7.70	730.80
(v)	in excess of 80 tonnes and not exceeding 100 tonnes	388.70	52.10	244.30	20.85	728.40	7.70	736.10

			Supplementary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage Rate
		$	$	$	$	$	$	$
(vi)	In excess of 100 tonnes and not exceeding 140 tonnes	396.30	52.10	244.30	20.85	736.20	7.70	743.90
(vii)	In excess of 140 tonnes and not exceeding 180 tonnes	406.30	52.10	244.30	20.85	746.50	7.70	754.20
(viii)	In excess of 180 tonnes and not exceeding 220 tonnes	419.70	52.10	244.30	20.85	760.30	7.70	768.00
(ix)	In excess of 220 tonnes	437.10	52.10	246.30	20.85	780.40	7.70	788.10

(3) (a) Supplementary Payment

Employees shall be paid an additional payment of $52.10 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

(b) Arbitrated Safety Net Payment

Employees shall be paid an arbitrated safety net payment of $244.30 or $246.30 (various see above table) which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(4) Special Allowance

In addition to the base rate specified in subclause (2) hereof employees shall be paid for all purpose of the award a special allowance of $7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.

(5) Industry Allowance

In addition to the rates specified in subclause (2) an industry allowance of $20.85 per week should be paid to all employees under this award to compensate for the disabilities usually associated with building and steel construction work.

(6) Actual Weekly Rate

The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause (2), paragraphs (3)(a) and (3)(b) and subclause (5) hereof by 52 on 50.4. This subtotal shall be rounded to the nearest ten cents and then have added to it the special allowance prescribed in subclause (4) hereof.

(7) Overaward Payment

For the purposes of this clause, overaward payment is defined as amount in rates of pay which an employee would receive in excess of the minimum award wage (ie base rate, arbitrated safety net and supplementary payment) as prescribed in this award for the classification in which such employee is engaged. Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, location allowances, special rates or allowances, responsibility allowances and any other ancillary payments of a like nature prescribed by this award.

(8) Allowances and Special Provisions

(a) Dirt Money

A dirt allowance of $0.49 per hour shall be payable in connection with work deemed to be more than ordinarily dirty; cases of dispute to be determined by the Board of Reference.

(b) Confined Space

Workers working in confined space shall be paid an allowance of $0.59 per hour. "Confined space" means one of which the dimensions are such that the workperson must work in an unusually stooped or cramped position or without adequate ventilation or where confinement within a limited place is productive of unusual discomfort to him/her.

(c) Wet Work

(i) Any worker working in water or "wet places" shall be paid an extra allowance of $3.84 per day or part of a day.

(ii) "Wet places" shall mean places where, in the performance of the work the splashing of water and mud saturate the worker's clothing or where protection is not provided to prevent splashings or dripping sufficient to saturate his/her clothing, and shall include wet material or wet ground in which it is impracticable for the worker wearing ordinary working boots to work without getting wet feet. Provided that this clause shall not apply to workers working on wet surfaces made wet by rain.

(iii) In exceptional cases where the work is excessively wet and which are not covered by paragraph (ii) hereof, an extra allowance may be agreed upon, or failing agreement, determined by the Board of Reference.

(iv) Subject to paragraph (iii), the engineer in charge or the foreperson shall decide whether any allowance is payable under this clause.

(v) Workers called upon to work overtime in water or in wet places shall receive an extra $3.84 or the appropriate allowance fixed by the Board of Reference for each eight hours or portion thereof, of overtime worked and such allowance shall be treated as portion of the wage for the calculation of overtime. For all other purposes, the extra payment shall be deemed an allowance.

(d) A multi-storey allowance shall be paid to all employees to whom this Appendix applies engaged on site in the construction of a multi-storey building as defined in accordance with the following:-

From commencement of building to 15th floor level - 37 cents per hour extra.

From 16th floor level to 30th floor level - 47 cents per hour extra.

From 31st floor level to 45th floor level - 71 cents per hour extra.

From 46th floor level to 60th floor level - 91 cents per hour extra.

From 61st floor level onwards - $1.16 per hour extra.

For the purposes of this subclause a multi-storey building means a building which will, when complete, consist of 5 or more storey levels and any other structure which does not have regular storey levels but which exceeds 15 metres in height.

2009 WAIRC 00820

Education Department Ministerial Officers Salaries Allowances and Conditions Award 1983 No. 5 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. - SALARIES

(1) The Employer shall allocate to officers such salaries and salary ranges taken from subclause (2) of this clause.

(2)

Classification	Base Salary	Arbitrated Safety Net Adjustment ($ per annum)	75 Hours Total Salary ($ per annum)
Officer (Junior)			
Under 17	$10,591	$5,374	$15,965
17 years	$12,377	$6,810	$18,657
18 years	$14,438	$7,328	$21,766
19 years	$16,712	$8,480	$25,192
20 years	$18,768	$9,524	$28,292
Officer Level 1			
Year 1 (21 years)	$20,616	10462	31078
Year 2	$21,224	10462	31686
Year 3	$21,832	10462	32294
Year 4	$22,435	10560	32995
Year 5	$23,042	10560	33602
Year 6	$23,649	10560	34209
Year 7	$24,348	10463	34811
Year 8	$24,831	10463	35294
Year 9	$25,546	10463	36009
Officer Level 2			
Year 1	$26,401	10463	36864
Year 2	$27,056	10463	37519
Year 3	$27,746	10463	38209

Classification	Base Salary	Arbitrated Safety Net Adjustment ($ per annum)	75 Hours Total Salary ($ per annum)
Year 4	$28,474	10463	38937
Year 5	$29,236	10463	39699
Officer Level 3			
Year 1	$30,284	10463	40747
Year 2	$31,100	10463	41563
Year 3	$31,941	10463	42404
Year 4	$32,805	10365	43170
Officer Level 4			
Year 1	$33,989	10365	44354
Year 2	$34,917	10268	45185
Year 3	$35,872	10268	46140
Officer Level 5			
5.1	$37,712	10268	47980
5.2	$38,955	10268	49223
5.3	$40,247	10268	50514
5.4	$41,587	10268	51855

(3) Where an occupant of such office is employed for less than 37.5 hours per week, the salary paid shall be in accordance with the following formula:-

Hours worked per fortnight / 75 x Full-Time Fortnightly Salary.

(4) The fortnightly salary of employees shall be calculated as follows:

$$\text{Annual Salary} \times \frac{12}{313}$$

(5) The hourly rate shall be computed as one seventy-fifth of the fortnight's salary.

(6) The salary rates expressed herein shall be varied to reflect variations which are made from time to time to the salary scales of the *Public Service Award 1992* including amendments, replacements and variations. Such variations to this Award shall be in accordance with the method agreed between the parties to this Award.

(7) Payment Of Salaries

(a) Salaries shall be paid fortnightly but, where the usual payday falls on a public holiday, payment shall be made on the previous working day.

(b) Salaries shall be paid by direct funds transfer to the credit of an account nominated by the officer at a bank, building society or credit union approved by the Under Treasurer or an Accountable Officer.

(c) Provided that where such form of payment is impracticable or where some exceptional circumstances exist, and by agreement between the employer and the Association, payment by cheque may be made.

(8) Arbitrated Safety Net Adjustments

(a) The rates of pay in this Award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

(b) These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by officers since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

(c) Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 00821

Egg Processing Award 1978

1A. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

14. - WAGES

(1) Adult Employees

	Relativity	Weekly Rate	ASNA	Total Weekly Rate
		$	$	$
Level F5	100%	465.20	198.30	663.50
Level F4	92.4%	429.80	196.30	626.10
Level F3	87.4%	406.60	196.30	602.90
Level F2	82%	381.50	196.30	577.80
Level F1				569.70

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Part Time Employee shall mean a worker who works regularly from week to week, less than 38 hours each week.

(3) Casual Employee shall mean a worker engaged as such.

Casual Employees shall be paid 20 per cent in addition to the rate prescribed in this clause for the work performed.

2009 WAIRC 00822

Electorate Officers Award 1986

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. - SALARIES

(1) The annual salaries applicable to employees covered by this award shall be as follows:

Year of Service	Salary Per Annum $	Arbitrated Safety Net Adjustment $	Total Salary Per Annum $
First Year	32469	10972	43441
Second Year	33344	10972	44316
Third Year	34246	10972	45218
Fourth Year	35172	10867	46039
Fifth year	36442	10867	47309
Sixth Year	37437	10763	48200
Seventh Year	38461	10763	49224

(2) Subject to the provisions of Clause 13. - Hours of Attendance, the salaries of employees as prescribed in this Award includes payment for all hours worked, including penalties for overtime and shift work.

(3) Subject to good conduct, diligence and efficiency an employee shall proceed by annual increments to the maximum of the salary range.

(4) Payment of Salaries

(a) Salaries shall be paid fortnightly but, where the usual payday falls on a public holiday, payment shall be made on the previous working day.

(b) A fortnight's salary shall be computed by dividing the annual salary by 313 and multiplying the result by 12.

(c) The hourly rate shall be computed as one seventy-fifth of the fortnight's salary.

(d) Salaries shall be paid by direct funds transfer to the credit of an account nominated by the employee at a bank, building society or credit union approved by the employer.

(5) Arbitrated Safety Net Adjustment

(a) The rates of pay in this Award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

(b) These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by 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.

(c) Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 00823

Electrical Contracting Industry Award

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

FIRST SCHEDULE - WAGES

(1) The following shall be the rate of wages payable to employees covered by this award.

(2)

(a)

CLASSIFICATION	RatePer Week$	ArbitratedSafety NetAdjustment$	TotalRatePer Week$
(i) LEVEL 1			
Electronics Tradesperson	549.90	244.30	794.20
(ii) LEVEL 2			
(aa) Electrician - Special Class	491.50	244.30	735.80
(bb) Instrument Fitter/Electrical Grade 2	499.20	244.30	743.50
(iii) LEVEL 3			
(aa) Electrical Installer/Mechanic	467.30	244.30	711.60
(bb) Electrical Fitter	467.30	244.30	711.60
(cc) Instrument Fitter/Electrical Grade 1	484.90	244.30	729.20
(dd) Linesperson - Grade 1 (i.e. with not less than 3 years experience as a Linesperson)	467.30	244.30	711.60
(ee) Cable Jointer	467.30	244.30	711.60
(iv) LEVEL 4			
Linesperson - Grade 2 (i.e. with less than 3 years experience as a Linesperson)	449.30	246.30	695.60
(v) LEVEL 5			
Electrical Assistant	394.70	244.30	639.00

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increase in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used of offset arbitrated safety net adjustments.

(3) Leading Hands - In addition to the appropriate rates shown in subclause (2) hereof a leading hand shall be paid -

(a)	If placed in charge of not less than three and not more than ten other employees	$24.70
(b)	If placed in charge of more than ten and not more than twenty other employees	$37.80
(c)	If placed in charge of more than twenty other employees	$48.70

(4) Apprentices:

(a) Wage per week expressed as a percentage of the Electrical Installer's rate per week and Safety Net Adjustment Payment:

	%
Four Year Term	
First Year	39
Second Year	51
Third Year	67
Fourth Year	79
Three and a Half Year Term	
First Six Months	39
Next Year	51
Next Year	67
Final Year	79

	%
Three Year Term	
First Year	51
Second Year	67
Third Year	79

(b) Apprentices Over the Age of 21 Years

Wage per week expressed as a percentage of the Electrical Installer's rate per week and Safety Net Adjustment Payment

	%
Four Year Term	
First Year	67
Second Year	67
Third Year	67
Fourth Year	79
Three and a Half Year Term	
First Six Months	67
Next Year	67
Next Year	67
Final Year	79
Three Year Term	
First Year	67
Second Year	67
Third Year	79

(5) Tool Allowance:

(a) In accordance with the provisions of subclause (20) of Clause 18. – Special Rates and Provisions of this award the tool allowance to be paid is:

(i) $14.20 per week to such tradesperson, or

(ii) In the case of an apprentice a percentage of $14.20 being the percentage which appears against the apprentice's year of apprenticeship set out in subclause (4) of this schedule.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this Clause.

(6) Construction Allowance:

(a) In addition to the appropriate rates of pay prescribed in this Clause an employee shall be paid:

(i) $43.90 per week if the employee is engaged on the construction of a large industrial undertaking or any large civil engineering project.

(ii) $39.60 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 the employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.

(iii) $23.30 per week if the employee is engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of this Award.

(b) Any dispute as to which of the aforesaid allowances applies to particular work shall be determined by the Board of Reference.

(7) Casual Employees:

A casual employee shall be paid 20 per cent of the ordinary rate payment in addition to the ordinary rate assigned to their class of work.

(8) Part-Time Employee

A part-time employee shall be paid pro-rata in accordance with the appropriate rate for the classification for the employee for the number of hours so worked.

Payments pursuant to the First Schedule Wages and Clause Nos. 21, 22, 23, 24, 25, 26 and 27 shall be strictly related proportionately in accordance with the number of ordinary hours worked, to the number of ordinary hours worked by a full time employee in accordance with Clause 11. - Hours.

(9) Licence Allowance:

A tradesperson who holds and in the course of their employment may be required to use a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force at the date of this Award under the Electricity Act, 1945, shall be paid $20.90 per week.

(10) Commissioning Allowances:

An "Electrician Commissioning" as defined shall be paid at the rate of $31.90 per week in addition to rates prescribed in this schedule.

(11) New Classifications:

In reference to Clause 37. - Structural Efficiency of this Award -

(a) The parties to this Award are committed to implementing a broadbanded wage and classification structure in accordance with the Grades set out in paragraph (f) hereunder, and

(i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(ii) Intend to substitute the existing provisions of subclause (2) of the First Schedule - Wages with a new wage and classification structure;

(iii) To make any consequential amendments not later than October 1990, nor earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission.

(b) Employees who are transferred to the new classification structure proposed under this subclause at a level which provides for a pay rate less than that being received at the date of transfer under their old classification, will have that rate of pay maintained by way of an allowance which shall be paid until -

(i) The contract of employment is terminated; or

(ii) The employee accepts appointment to a new classification.

(c) In the event that there is a claim for reclassification to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on the job experience or on any other ground, the following principles shall apply:

(i) The parties agree that the matter shall be dealt with by the Industry Committee as provided by Clause 37(1)(e) of this Award.

(ii) Agreed competency standards shall be established by the parties for all levels in any new classification structure before any claims for reclassification are processed.

(d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

(e) The parties will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.

(f) Broadbanded Grades

(i) Grade 1

(ii) Grade 2

(iii) Grade 3

(iv) Grade 4

(v) Grade 5

(vi) Grade 6

(vii) Grade 7

(viii) Grade 8

(ix) Grade 9

(x) Grade 10

2009 WAIRC 00824

Electrical Trades (Security Alarms Industry) Award 1980

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

28. - WAGES

(1) (a) The ordinary weekly rate of wage payable to adult employees covered by this Award shall be as follows:

Classification	**On Engagement**	**Supplementary Payment Per Week**	**Arbitrated Safety Net Adjustment**	**Tota l Payment Per Week**
Group A Serviceperson (Special Class)	386.60	51.90	246.30	684.80
Group B Serviceperson	362.80	49.40	244.30	656.50
Group C Installer	362.80	49.40	244.30	656.50
Group D Trades Assistant	310.20	39.30	244.30	593.80

Classification	**After 12 months experience with the employer**	**Supplementary Payment Per Week**	**Arbitrated Safety Net Adjustment**	**Total Payment Per Week**
Group A Serviceperson (Special Class)	407.30	51.90	246.30	705.50
Group B Serviceperson	384.20	49.40	246.30	679.90
Group C Installer	384.20	49.40	246.30	679.90
Group D Trades Assistant	310.20	39.30	244.30	593.80

(2) A casual employee shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he is employed.

(3) (a) Where an employer does not provide a tradesperson with the tools ordinarily required by that tradesperson in the performance of his/her work as a tradesperson the employer shall pay a tool allowance of $14.30 per week to such tradesperson for the purpose of such tradesperson supplying and maintaining tools ordinarily required in the performance of his/her work as a tradesperson.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this Clause.

(c) An employer shall provide for the use of tradespersons all necessary power tools, special purpose tools and precision measuring instruments.

(d) A tradesperson shall replace or pay for any tools supplied by his employer if lost through their negligence.

(4) (a) In addition to the appropriate rates of pay prescribed in this Clause an employee shall be paid -

(i) $46.30 per week if he/she is engaged on the construction of a large industrial undertaking or any large civil engineering project.

(ii) $41.90 per week if he/she is engaged in a multi-storeyed building but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which they are required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.

(iii) $24.10 per week if they are engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of this Award.

(b) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.

(c) An allowance paid under this subclause includes any allowance otherwise payable under Clause 15. - Special Rates and Provisions of this Award except the allowance for work at heights, the first aid allowance and the licence allowance.

(5) **Leading Hand:** In addition to the appropriate total wage prescribed in subclause (1) of this Clause, a leading hand shall be paid –

(a)	If placed in charge of not less than three and not more than ten other employees	$26.30
(b)	If placed in charge of more than ten and not more than twenty other employees	$40.10
(c)	If placed in charge of more than twenty other employees	$51.60

(6) Structural Efficiency

(a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to the Award are committed to implementing a new wage and classification structure. In making this commitment the parties -

(i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(ii) Undertake that upon variation to the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure;

(iii) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply -

(i) The parties agree that the existing award disputes avoidance procedure shall be followed;

(ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;

(iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;

(d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

(e) The parties to the award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the security alarms industry and to enhance the career opportunities and job security of employees in the industry.

(f) 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 Union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or Union or Unions for consideration consistent with the objectives of paragraph (e) hereof shall be processed through that consultative mechanism and procedures.

(g) Measures raised for consideration consistent with paragraph (f) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in the Award and, subject to Clause 34. - Training, matters concerning training and, subject to paragraph (h) hereof, any other measures consistent with the objectives of paragraph (e) of this subclause.

(h) Without limiting the rights of either an employer or the Union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements:

(i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;

(ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change;

(iii) No employee shall lose income as a result of the change;

(iv) The Union must be a party to the Agreement;

(v) The Union shall not unreasonably oppose any agreement;

(vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.

(i) Any disputes arising in relation to the implementation of paragraphs (f) and (g) hereof shall be subject to the provisions of Clause 31. - Avoidance of Industrial Dispute, of this Award.

(j) The parties to this award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited to hours of work and higher duties within six months of 20 February 1991.

2009 WAIRC 00825

Electrical, Engineering and Building Trades (West Australian Newspapers Limited) Award, 1988

FIRST SCHEDULE - WAGES

(1) (a)

Classification	Base Rate	Supplementary Payment	Additional Payment	Arbitrated Safety Net Adjustment	Total Rate
	$	$	$	$	$
C6 Industrial Electronic Tradesperson (with 2 or more years experience)	456.50	65.00	48.60	244.30	814.40
C6 Industrial Electronic Tradesperson (with less than 2 years experience)	456.50	65.00	30.30	244.30	796.10
C8 Electrical, Engineering and BuildingTradesperson - Carpenter- Tradesperson - Special Class	401.70	57.20	81.60	244.30	784.80
C10 Electrical, Engineering Tradesperson and Building Tradesperson - Multi-skilled Carpenter (more than 2 years experience with the employer)	365.20	52.00	99.10	242.30	758.60
C10 Electrical, Engineering and Building Tradesperson (with less than 2 years continuous experience with the employer)	365.20	52.00	82.60	244.30	744.10
C12 Tool Storeperson	319.20	45.40	40.30	244.30	649.20
C12/13 Trades Assistant	306.80	42.60	55.50	244.30	649.20

(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.

(2) The weekly rate of wage for an apprentice shall be the following percentages of the tradesman's rate of wage as prescribed in paragraphs (a) and (c) of subclause (1) of this schedule. An apprentice, upon completing his indentures, shall be required to work two years before qualifying for the experience tradesman's rate as prescribed in paragraphs (b) and (d) of subclause (1) of this schedule.

(a) Wage 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
Next Year	55
Next Year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

(3) Responsibility Payment

An Engineering or Electrical Tradesperson, Special Class Electrician or Electronic Tradesperson or Building Tradesperson required to work when supervisory staff are not on duty shall receive the additional flat payment per shift -

(a) Saturday $8.10

(b) Sunday $15.90

(4) In addition to the appropriate total wage prescribed in this schedule, a leading hand in charge of not less than three or more other employees shall be paid **$47.50** per week.

(5) An Industrial Electronics Tradesperson, an Electrician - Special Class, an Electrical fitter and/or Armature Winder or an Electrical installer who holds, and in the course of this employment may be required to use, a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force on the 28th day of February, 1978 under the Electricity Act 1945 shall be paid an allowance of **$18.10** per week.

(6) Structural Efficiency

(a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1731 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to the Award are committed to co-operating positively to increase the efficiency, productivity and competitiveness of West Australian Newspapers Limited and to enhance the career opportunities and job security of employees in the metal and engineering industry as a whole.

(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 28. - Training, of this Award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.

(e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements -

(i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.

(ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change.

(iii) No employee shall lose income as a result of the change.

(iv) The relevant union or unions must be a party to the Agreement

(v) The relevant union or unions shall not unreasonably oppose any Agreement.

(vi) Any Agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.

(f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the dispute settling procedures.

(7) Award Modernisation

(a) In accordance with paragraph (e) of subclause (6) hereof, the parties are committed to modernising the terms of the Award.

(b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of obsolete conditions to better reflect the realities of modern industry practices and assist in 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 Unions must be party to the agreement, particularly where enterprise level discussions relate to matters requiring variations to the Award.

(iv) Agreements will be ratified by the Commission.

(c) Should an agreement be reached pursuant to paragraph (b) hereof, and that agreement requires an award variation, the parties shall support such Award variation.

(d) There shall be no 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.

(8) 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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(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 to the minimum adult award wage.

(f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(j) Adult Apprentices

(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(ii) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(iii) 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.

(iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

2009 WAIRC 00826

Electronics Industry Award

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

PART I. - GENERAL

33. - WAGES

The minimum rates of wages payable weekly to employees covered by this award shall be as follows -

(1) (a) Adults

	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Electronic Technician (Grade III)	537.50	244.30	781.80
Electronic Technician (Grade II)	463.30	244.30	707.60
Electronic Technician (Grade I)	442.20	246.30	688.50
Electronic Serviceperson	418.90	246.30	665.20
Installer	375.90	244.30	620.20

	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Serviceperson's Assistant	357.90	244.30	602.20
Assembler (1)	352.60	244.30	596.90
Assembler	331.50	244.30	575.80
Trainee Installer			569.70

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Leading Hands:

In addition to the appropriate rate of wage prescribed in subclause (1) of this clause a leading hand shall be paid:

(a)	If placed in charge of not less than three and not more than ten other employees	$26.00
(b)	If placed in charge of more than ten but not more than twenty other employees	$39.30
(c)	If placed in charge of more than twenty other employees	$51.00

(3) Apprentices:

(Wage per week expressed as a percentage of the rate per week for an "Electronic Serviceperson" set out in subclause (1) of this clause).

(a)	Four Year Term -	%
	First Year	42
	Second Year	55
	Third Year	75
	Fourth Year	88
(b)	Three and A Half-Year Term -	%
	First Six Months	42
	Next Year	55
	Following Year	75
	Final Year	88
(c)	Three Year Term	%
	First Year	55
	Second Year	75
	Third Year	88

(4) (a) Junior Employees -

(Wage per week expressed as a percentage of the "Assembler" rate as shown in subclause (1) of this clause).

	%
Under 16 years of age.....	35
Between 16 and 17 years of age...	45
Between 17 and 18 years of age...	55
Between 18 and 19 years of age...	65
Between 19 and 20 years of age...	78.5
Between 20 and 21 years of age...	93

(b) Junior Employees - Installers

(Wage per week expressed as a percentage of the "Installer" rate as shown in subclause (1) of this clause).

	%
Under 17 years of age.....	45
Between 17 and 18 years of age...	55
Between 18 and 19 years of age...	65
Between 19 and 20 years of age...	75
Between 20 and 21 years of age...	90

(5) **Tool Allowance**

(a) Where an employer does not provide a technician, serviceperson, installer or an apprentice with the tools ordinarily required by that person in the performance of work as a technician, serviceperson, installer or an apprentice the employer shall pay a tool allowance of -

(i) **$**14.30 per week to such technician, serviceperson, installer; or

(ii) In the case of an apprentice a percentage of $14.30 being the percentage which appears against their year of apprenticeship in subclause (3) of this clause for the purpose of such technician, serviceperson, installer or apprentice applying and maintaining tools ordinarily required in the performance of work as a technician, serviceperson, installer or apprentice.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.

(c) An employer shall provide for the use of technicians, servicepeople, installers or apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(d) A technician, serviceperson, installer or apprentice shall replace or pay for any tools supplied by the employer if lost through his negligence.

(6) Casual Employees:

A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate prescribed for the classification in which that employee is employed.

(7) Structural Efficiency:

(a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1756 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and competitiveness of the electronics and information technology industry and to enhance the career opportunities and job security of employees in the industry.

(c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union or unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees, or union or unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism.

(d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award and, subject to Clause 36. - Training, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.

(e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by either party shall be notified to the Western Australian Industrial Relations Commission and by agreement of the parties involved shall be subject to the following requirements -

(i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.

(ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to such change.

(iii) No Employee shall lose income as a result of the change.

(iv) The relevant union or unions must be a party to the agreement.

(v) The relevant union or unions shall not unreasonably oppose any agreement.

(vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a schedule to this Award and take precedence over any provision of this award to the extent of any inconsistency.

(f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 30. - Avoidance of Industrial Dispute, of this award.

(g) The parties to this award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited to hours of work and higher duties within six months of 25th October, 1990.

PART II. - CONSTRUCTION WORK

10. - WAGES

(1) Subject to Clause 5. - Special Rates and Provisions of Part II of the award the ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.

(2) The ordinary weekly wage of an employee engaged on construction work shall consist of the base rate and the special payment as set out in subclause (3) of this clause.

(3) (a) CLASSIFICATIONS

	RatePer Week	SpecialPayment	ArbitratedSafety NetAdjustment	Total RatePer Week
Electronic Technician (Grade III)	537.50	31.50	244.30	813.30
Electronic Technician (Grade II)	463.30	26.90	244.30	734.50
Electronic Technician (Grade I)	442.20	25.40	244.30	711.90
Electronic Serviceperson	418.90	24.00	246.30	689.20
Installer	375.90	18.10	244.30	638.30
Trainee Installer (90% of Installer)	338.30	16.30	226.40	581.00

(4) Apprentices:

The ordinary weekly wage of an apprentice shall be calculated by applying the percentage applicable under subclause (4) of Clause 33. - Wages of PART I - GENERAL of this award to the rate prescribed for a "Serviceperson" in subclause (3) of this clause for the construction work upon which the apprentice is engaged.

(5) Construction Allowances:

(a) In addition to the appropriate rates of pay prescribed in this clause an employee shall be paid -

(i) $45.70 per week if engaged on the construction of a large industrial undertaking or any large civil engineering projects.

(ii) $41.30 per week if engaged on a multi-storeyed building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which the employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.

(iii) $24.20 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of PART I - GENERAL of this award.

(b) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.

(6) Leading Hand:

In addition to the appropriate rate of wage prescribed in subclause (1) of this clause a leading hand shall be paid:

(a)	If placed in charge of not less than three and not more than ten other employees	$26.00
(b)	If placed in charge of more than ten but not more than twenty other employees	$39.30
(c)	If placed in charge of more than twenty other employees	$51.00

(7) (a) Where an employer does not provide a Technician, Serviceperson, Installer or Apprentice with the tools ordinarily required by that Serviceperson, Technician or Installer in the performance of work as a Technician, Installer or Apprentice the employer shall pay a tool allowance of -

(i) $14.30 per week to such Technician, Serviceperson or Installer, or

(ii) In the case of an apprentice a percentage of $14.30 being the percentage referred to in subclause (3) of Clause 33. - Wages of PART I - GENERAL of this award,

for the purpose of such Technician, Serviceperson, Installer or Apprentice supplying and maintaining tools ordinarily required in the performance of work as a Technician, Serviceperson, Installer or Apprentice.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.

(c) An employer shall provide for the use of Technicians, Servicepersons, Installers and Apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(d) A Technician, Serviceperson, Installer or Apprentice shall replace or pay for any tools supplied by the employer if lost through that person's negligence.

(8) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate prescribed for the classification in which that employee is employed.

(9) Minimum Wage:

(a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(b) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(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 employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(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 to the minimum adult award wage.

(f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(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 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(j) Adult Apprentices

(i) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after

1 October 2009.

(ii) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(iii) 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.

(iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

(10) Structural Efficiency:

(a) Arising out of the decision of the State Wage Case on 8th September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to the Award are committed to implementing a new wage and classification structure. In making this commitment the parties:

(i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(ii) Undertake that upon variation of the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;

(iii) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.

(c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply:

(i) The parties agree that the existing award disputes avoidance procedure shall be followed;

(ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and the State Employment Skills Development Authority (SESDA), (when operative) for all levels in any new classification structure before any claims for re-classification are processed.

(iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification.

(d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

(e) The parties are committed to modernising the terms of the Award and to addressing the issues associated with training in an endeavour to finalise these matters by 1 August 1990.

(f) The commitments referred to in this subclause are supported by a Memorandum of Agreement between the parties attached to the Award as a Third Schedule.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle. These arbitrated safety net adjustments may be offset against

any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement. Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 00827

Engine Drivers' (Building and Steel Construction) Award No. 20 of 1973

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

27. - WAGES

The weekly wage to be paid to all employees shall be as follows:-

(1) When an employee is engaged on building or steel construction work on site in or in connection with -

(a) the construction, erection, repair, renovation, maintenance, ornamentation, alteration or demolition of a large industrial undertaking or any large civil engineering project or any multi-storey building; or

(b) the construction, erection, repair, renovation, maintenance, ornamentation, alteration or demolition of any structure or civil engineering project which the employer and the union agree, or in the event of disagreement, which the Board of Reference declares to be construction work,

shall consist of the sum of the base rate reflected in Column "A" of subclause (2) and the amounts reflected in subclauses (3), (4) and (5) of this clause.

For an employee engaged on other work than that specified above in (a) or (b) the weekly wage shall consist of the sum of the base rate reflected in Column "B" of subclause (2), and the amounts reflected in subclauses (3), (4) and (5) of this clause.

(2)

Edit Note: Actual weekly amount utilises formula see subclause (6).

Columns added for administrative purposes and reflect sub-clauses 3-5.

CLASSIFICATION	COLUMN A" BASE RATE$	Supplementary Payment$	Industry Allowance $	Actual Weekly Rate amount	A.S.N.A.	Special Allowance	TOTAL WAGE $
0 to 8 tonnes	358.40	52.10	20.57	444.80	246.30	7.70	698.80
8 to 15 tonnes	368.40	52.10	20.57	455.10	246.30	7.70	709.10
15 to 40 tonnes	376.90	52.10	20.57	463.80	244.30	7.70	715.80
40 to 80 tonnes	383.60	52.10	20.57	470.80	244.30	7.70	722.80
80 to 100 tonnes	388.70	52.10	20.57	476.00	244.30	7.70	728.00
100 to 140 tonnes	396.30	52.10	20.57	483.90	244.30	7.70	735.90
140 to 180 tonnes	406.30	52.10	20.57	494.20	244.30	7.70	746.20
180 to 220 tonnes	419.70	52.10	20.57	508.00	244.30	7.70	760.00
Over 220 tonnes	437.10	52.10	20.57	526.00	246.30	7.70	780.00
Tower Crane	400.10	52.10	20.57	487.80	244.30	7.70	739.80
CLASSIFICATION	"COLUMN B" BASE RATE $	Supplementary Payment$	Industry Allowance $	Actual Weekly Rate amount	A.S.N.A.	Special Allowance	TOTAL WAGE $
0 to 8 tonnes	334.00	52.10	20.57	419.60	246.30	7.70	673.60
8 to 15 tonnes	340.60	52.10	20.57	426.40	246.30	7.70	680.40
15 to 40 tonnes	348.40	52.10	20.57	434.40	244.30	7.70	686.40
40 to 80 tonnes	354.40	52.10	20.57	440.60	244.30	7.70	692.60
80 to 100 tonnes	359.10	52.10	20.57	445.50	244.30	7.70	697.50
100 to 140 tonnes	366.00	52.10	20.57	452.60	244.30	7.70	704.60
140 to 180 tonnes	374.80	52.10	20.57	461.70	244.30	7.70	713.70
180 to 220 tonnes	386.90	52.10	20.57	474.20	244.30	7.70	726.20
Over 220 tonnes	403.10	52.10	20.57	490.90	244.30	7.70	742.90
Stiff Leg Crane	354.70	52.10	20.57	440.90	244.30	7.70	692.90

(3) (a) Supplementary Payment

Employees shall be paid an additional payment of $52.10 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

The supplementary payment set out in this clause represents a payment in lieu of equivalent overaward payments

(b) Arbitrated Safety Net Payment

Employees shall be paid an arbitrated safety net payment of $246.30 or $244.30 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(4) Special Allowance

In addition to the base rate specified in subclause (2) hereof employees shall be paid for all purposes of the award a special allowance $7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.

(5) Industry Allowance

In addition to the rates specified in subclause (2) an industry allowance of $20.57 per week should be paid to all employees under this award to compensate for the disabilities usually associated with building and steel construction work.

(6) Actual Weekly Rate

The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause (2), subclause (3) (a) and subclause (5) hereof by 52 on 50.4. This subtotal shall be rounded to the nearest ten cents and then have added to it the Arbitrated Safety Net Payment prescribed in subclause (3) (b) and the Special Allowance prescribed in subclause (4) hereof.

(7) Overaward Payment

For the purposes of this clause, overaward payment is defined as the amount in rates of pay which an employee would receive in excess of the minimum award wage (ie base rate, arbitrated safety net and supplementary payment) as prescribed in this award for the classification in which such employee is engaged. Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, location allowances, special rates or allowances, responsibility allowances and any other ancillary payments of a like nature prescribed by this award.

2009 WAIRC 00828

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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

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	244.30	606.40
(b) Steam Engine Drivers:				
(i) whose work requires 1st or 2nd class certificate	341.30	16.80	244.30	602.40
(ii) whose work requires a 3rd class certificate				597.70
I Internal Combustion Engine Drivers:				
(i) 180 kW brake power or over	344.20	16.80	244.30	605.30
(ii) 35 kW brake power or over but under 180 kW brake power				597.70
(iii) under 35 kW brake power				597.70
(d) Electric Motor Attendant:				
(i) on motors over 180 kW power	339.60	16.80	244.30	600.70
(ii) on motors 70 kW power to 180 kW power inclusive				597.70
(iii) on motors under 70 kW power				597.70
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				597.70
(f) Fireperson:				
(i) Attending one boiler				597.70
(ii) attending two or more boilers				597.70
(g) Trimmer				597.70
(h) Scotch Derrick Crane Driver	347.40	16.80	244.30	608.50
(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act				597.70
(j) Mobile Crane Driver				
(i) lifting capacity up to and including 5 tonnes	339.60	13.80	244.30	597.70
(ii) lifting capacity over 5 tonnes but not exceeding 10 tonnes	344.10	16.80	244.30	605.20
(iii) lifting capacity over 10 tonnes but not exceeding 20 tonnes	349.90	19.90	244.30	614.10
(iv) lifting capacity over 20 tonnes but not exceeding 40 tonnes	360.20	23.10	244.30	627.60
(v) lifting capacity over 40 tonnes but not exceeding 80 tonnes	366.30	26.00	244.30	636.60
(vi) lifting capacity in excess of 80 tonnes	373.90	28.00	244.30	646.20
(k) Excavator Driver:				
(i) up to.5m3	350.00	19.90	244.30	614.20
(ii) over.5 m3 and up to and including 2.25m 3	353.30	21.50	244.30	619.10
(iii) over 2.25 m3	364.00	24.80	244.30	633.10
(l) Tractors - while using power operated attachments:				
(i) up to 35 kW brake power				597.70
(ii) over 35 kW brake power to 70 kW brake power	344.20	16.80	244.30	605.30
(iii) over 70 kW brake power to 110 kW brake power	350.00	19.90	244.30	614.20
(iv) over 110 kW brake power	353.30	21.50	244.30	619.10
(m) Loader, front end or overhead - Appropriate Tractor Margin				
(n) Grader self propelled				
(i) over 70 kW brake power	364.00	24.80	244.30	633.10
(ii) 35 to 70 kW brake power inclusive	353.30	21.50	244.30	619.10
(iii) under 35 kW brake power	350.00	19.90	244.30	614.20

(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 (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 (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..52 per hour in lieu of the $21.28 referred to in this subclause..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 (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..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.

2009 WAIRC 00829

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 is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

(3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

(4) Unless otherwise provided in this clause adults employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result shall not be paid less than pro rata the minimum adult award wage according to the hours worked.

(5) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

(6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskill placements or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

(7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

(8) Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2009 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than $497.60 per week on and from the commencement of the first pay period on or after 1 October 2009.

(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

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	214.30	571.00
(b)	Locomotive Engine Drivers on Mines	327.10	214.30	541.40
(c)	Excavators driven by electricity or internal combustion -			
	(i) up to 3/4 cubic yards	330.40	214.30	544.70
	(ii) over 3/4 cubic yards	335.20	214.30	549.50
(d)	Drivers of suction gas and other internal combustion engines -			
	(i) if under 50 bhp	320.60	214.30	534.90
	(ii) if 50 bhp or over	329.20	214.30	543.50
(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	214.30	548.40
	(bb) Other Engine Drivers on shift	332.30	214.30	546.60
	(ii) Exceeding 2000 bhp -			
	(aa) Shift Engine Driver in charge	338.30	214.30	552.60
	(bb) Other Engine Drivers on shift	332.30	214.30	546.60
	Exceeding 5000 bhp -			
	(aa) Shift Engine Driver in charge	340.30	214.30	554.60
	(bb) Other Engine Drivers on shift	332.30	214.30	546.60
	(iv) Exceeding 8000 bhp -			
	(aa) Shift Engine Driver in charge	342.70	214.30	557.00
	(bb) Other Engine Drivers on shift	332.30	214.30	546.60
	(v) Exceeding 14000 bhp -			
	(aa) Shift Engine Driver in charge	344.80	214.30	559.10
	(bb) Other Engine Drivers on shift	332.30	214.30	546.60
(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	214.30	525.10
(j)	Lube Oil - Fuel Oil Attendant	310.80	214.30	525.10
(k)	Electric Air Compressor Drivers	315.90	214.30	530.20
(l)	Electric Locomotive of Tractor Drivers	318.70	214.30	533.00

	Classification:—*continued*	Award Base Rate $	ASNA $	Total $
(m)	Drivers of Mobile Cranes -			
	Lifting capacity up to and including five tons	327.00	214.30	541.30
	Lifting capacity over five tons	331.00	214.30	545.30

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.