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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—*continued*

2009 WAIRC 00974

Nurses' (Day Care Centres) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the commencement of 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

	Per Week $
Registered General Nurse	
1st year	597.80
2nd year	606.80
Registered Mothercraft Nurse	
1st year	597.70
2nd year	597.70

2009 WAIRC 00975

Nurses' (Independent Schools) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 rate of wages payable to employees covered by this award shall be as follows:

	Base Rate Per Week $	Arbitrated Safety Net Adjustments $	Total Rate Per Week $
1st year	471.60	244.30	715.90
2nd year	495.10	244.30	739.40
3rd year	518.70	242.30	761.00
4th year	542.30	244.30	786.60
5th year	565.90	244.30	810.20
6th year	589.50	244.30	833.80
7th year	613.00	244.30	857.30
8th year	636.60	242.30	878.90

(2) Progression through the abovementioned scale shall be by annual increments.

(3) Where an employee is appointed to the position of Nurse, previous relevant nursing experience in an independent school or at a similar level, shall be taken into account in determining the appropriate increment level. Experience shall include time spent in relevant post basic courses.

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

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

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

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

2009 WAIRC 00976

Nurses' (Private Hospitals) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 rate of wages per week payable to employees under this award shall be as follows:

(a) Post Basic Student:

A registered nurse undertaking post basic training in a course leading to registration or a certificate endorsed by the Nurses' Board of Western Australia shall be paid at the rate prescribed in subparagraph (c)(i) of this subclause for the second year of experience or such higher rate commensurate with the pre-requisite experience for entry to a course. Provided that this subclause shall not operate so as to increase the rate of wage being paid to a nurse at the point of entry to such a course.

		Base Rate Per Week$	Arbitrated Safety Net Adjustment$	Total Rate$
(b)	Registered Mothercraft Nurse - Years of Experience:			
	1st Year	396.20	222.30	618.50
	2nd Year	403.70	222.30	626.00
	3rd Year	414.80	222.30	637.10
	4th Year	426.30	222.30	648.60
	5th Year and thereafter	437.40	224.30	661.70
(c)	Registered General Nurse:			
	Level 1.1	471.60	224.30	695.90
	1:2	495.10	222.30	717.40
	1:3	518.70	222.30	741.00
	1:4	542.30	224.30	766.60
	1:5	565.90	224.30	790.20
	1:6	589.50	224.30	813.80
	1:7	613.00	224.30	837.30
	1:8	636.60	224.30	860.90
	Level 2:1	660.20	222.30	882.50
	2:2	675.90	222.30	898.20
	2:3	691.60	222.30	913.90
	2:4	707.30	222.30	929.60
	Level 3:1	736.80	222.30	959.10
	3:2	754.50	222.30	976.80
	3:3	772.20	222.30	994.50
	3:4	789.90	222.30	1012.20

		Base Rate Per Week$	Arbitrated Safety Net Adjustment$	Total Rate$
(c)	Registered General Nurse:—*continued*			
	Level 4:1	834.60	222.30	1056.90
	4:2	859.30	222.30	1081.60
	4:3	908.30	222.30	1130.60
	4:4	933.10	222.30	1155.40
	4:5	957.60	222.30	1179.90
	4:6	994.40	222.30	1216.70
	Level 5:1	994.40	222.30	1216.70
	5:2	1059.70	222.30	1282.00

(2) Classification in levels:

Level 1	A registered nurse in the first or subsequent years of experience as a registered nurse and not elsewhere classified.
Level 2.	A registered nurse appointed as a clinical nurse, an area manager, a research nurse, a staff development nurse, or clinical instructor.
	A registered nurse functioning in a combined role and classified at Level 2.
Level 3.	A registered nurse appointed as a clinical nurse specialist, a nurse manager, a nursing researcher, a staff development educator, or a nurse educator.
	A registered nurse functioning in a combined role classified at Level 3.
Level 4	A registered nurse appointed as a co-ordinator clinical nursing, a co-ordinator nursing management, a co-ordinator nursing research, or a co-ordinator nursing staff development/education.
	A registered nurse appointed to co-ordinate combined roles at Level 4.
	Director of Nursing - Level 4.
Level 5	Director of Nursing - Level 5.

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

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

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

(4) A Director of Nursing in a Nursing Home shall be paid on the following basis:

(a)	Less than 20 beds	Level 4, increment 1
	20 beds and up to 39 beds	Level 4, increment 1 to increment 2
	40 beds and up to 59 beds	Level 4, increment 3 to increment 4
	60 beds and up to 99 beds	Level 4, increment 4 to increment 6
	100 beds or more	Level 4, increment 6 to Level 5, increment 2

(b) In addition to the above, in deciding the increment to be paid within the appropriate range as provided by subclause (a) above, the following factors shall be considered:

(i) The range of Occupational Therapy, Physiotherapy, Podiatry and/or other such services provided, if any;

(ii) The provision of such services as psychogeriatic units, respite care, day centres and/or hostels, if any;

(iii) The extent of involvement of the Directors of Nursing in purchasing, budget preparation and/or any administrative duties;

(iv) The extent of responsibility taken by the Director of Nursing for the kitchen, laundry, cleaning, gardening, maintenance and/or other like functions;

(v) The extent of responsibility of the Director of Nursing for Staff Development and Education.

(5) (a) (i) A nurse classified at Level 1 who completes a Bachelor of Applied Science in Nursing, or equivalent Nursing Degree shall be given accelerated progression of 12 months through the incremental scale.

Provided that a degree qualified nurse entering the workforce without clinical experience shall start at increment 1 Level 1. At the completion of 12 months' service that nurse shall accelerate one increment provided that performance is satisfactory.

(ii) The provisions of subparagraph (i) shall not apply to a nurse on the maximum incremental point in Level 1.

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

(6) Promotion and reclassification mechanisms shall be as agreed between the employer and the Federation.

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

Experience shall include the time spent in hospital based post basic courses and includes midwifery and psychiatric training.

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

Provided that an employee returning to the profession after an absence greater than five years shall commence at the first increment of Level 1 for a period of 3 months. During this time the employee shall be subject to performance appraisal and review by the Director of Nursing or by peer assessment if there is dispute. Upon satisfactory review she/he shall move to a level and increment as determined by the assessment. An employee who fails to satisfy the panel of her/his competency to progress through the Level 1 increments or into another level as the case may be, may apply for reassessment by a peer assessment panel after a period of 12 months from the date of employment.

SCHEDULE A

Notwithstanding the general provisions of Clause 29. - Wages of this award, but subject to subclauses (3) and (4) thereof regarding the offset of an arbitrated safety net adjustment, the following annual salaries shall apply in lieu thereof to the positions described herein:

	Base Rate Per Annum $	Arbitrated Safety Net Adjustment $	Total Rate Per Annum$
Directors of Nursing - Level 5			
Grade 1	46125	11596	57721
Esperance Community Nursing Home			
Grade 2	49200	11596	60796
Dean Lodge			
McDougall Park Nursing Home			
Rockingham Nursing Home			

2009 WAIRC 00977

Optical Mechanics' Award, 1971

24. - WAGES.

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

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Rate $
Adults (total wage per week)			
(a) Optical Mechanic	397.60	244.30	641.90
(b) Optical Employee:			
First 3 months of experience			569.70
Thereafter	342.40	244.30	586.70

(2) Apprentices (wage per week expressed as a percentage of the tradesperson's rate)

(a)	Five-year term -	%
	First year	40
	Second year	48
	Third year	55
	Fourth year	75
	Fifth year	88

(b)	Four-year term -	
	First year	42
	Second year	55
	Third year	75
	Fourth year	88

(3) Junior Employees: Junior employees shall receive the prescribed percentage of the Optical Worker first three months of experience rate per week.

	%
Under 16 years of age	50
17 years of age	60
18 years of age	75
19 years of age	90
20 years of age	100

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

		Per Week $
(a)	If placed in charge of not less than 3 and not more than 10 other employees	26.80
(b)	If placed in charge of more than 10 and not more than 20 other employees	40.40
(c)	If placed in charge of more than 20 other employees	53.10

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

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

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

24A. - MINIMUM WAGE - ADULT MALES AND FEMALES

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 00978

Paint and Varnish Makers' Award No. 22 of 1957

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. - RATES OF PAY

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

	Base Rate$	Arbitrated Safety Net Adjustments$	Minimum Rate$
Adult Employees			
Bulk Paint Tinting -			
First three months training and experience	396.90	244.30	641.20
After three months training and experience	404.90	244.30	649.20
Varnish Making -			
First three months training and experience	396.90	244.30	641.20
After three months training and experience	404.90	244.30	649.20
Paint Mixing and/or Operator of Wet Grinding Machine of any Kind -			
First three months training and experience	381.80	244.30	626.10
After three months training and experience	389.90	244.30	634.20
Caustic Plant -			
First three months training and experience	381.80	244.30	626.10
After three months training and experience	389.90	244.30	634.20
All others -			
First three months training and experience	371.20	244.30	615.50
After three months training and experience	379.30	244.30	623.60

(2) Junior Employees

Junior employees shall receive the following percentage of the adult minimum rate shown in subclause (1) hereof for the class of work on which they are engaged.

	%
Under 16 years of age	50
At 16 years of age	60
At 17 years of age	70
At 18 years of age	80
At 19 years of age	90
At 20 years of age	Adult Rates

(3) In addition to the wage rates shown in subclause (1) hereof, an employee shall be paid, in lieu of all other disability allowances, an industry allowance of $17.65 per week and this allowance shall be for all purposes of the Award.

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

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

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

2009 WAIRC 00979

Parliamentary Employees 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.

24. - PARLIAMENTARY OFFICERS - SALARIES

(1) For the time being, the provisions of Public Service Salaries Agreement, 1985, No. PSA AG 5 of 1985 shall be applied by the employer to Parliamentary Officers covered by this award, including any variations thereto, at the same date and to the same extent until it is replaced.

(2) The employer shall allocate to Parliamentary Officers one or more of the salary levels prescribed in Agreement No. PSA AG 5 of 1985 or its replacement.

(3) The annual salaries applicable to Officers covered by this award shall be as follows:

Level	Salary Per Annum **$**	Arbitrated Safety Net Adjustments **$**	Total Salary Per Annum **$**
Level 1			
Under 17 years	10445	6547	16992
17 years	12207	7650	19857
18 years	14238	8925	23163
19 years	16481	10342	26823
20 years	18507	11600	30107
1.1	20331	12744	33075
1.2	20983	12744	33727
1.3	21634	12744	34378
1.4	22281	12849	35130
1.5	22932	12849	35781
1.6	23583	12849	36432
1.7	24332	12745	37077
1.8	24850	12745	37595
1.9	25616	12745	38361

Level—*continued*	Salary Per Annum **$**	Arbitrated Safety Net Adjustments **$**	Total Salary Per Annum **$**
Level 2			
2.1	26533	12745	39278
2.2	27236	12745	39981
2.3	27975	12745	40720
2.4	28756	12745	41501
2.5	29573	12745	42318
Level 3			
3.1	30696	12745	43441
3.2	31571	12745	44316
3.3	32473	12745	45218
3.4	33399	12640	46039
Level 4			
4.1	34669	12640	47309
4.2	35664	12536	48200
4.3	36688	12536	49224
Level 5			
5.1	38660	12536	51196
5.2	39993	12536	52529
5.3	41378	12536	53914
5.4	42815	12536	55351
Level 6			
6.1	45126	12536	57662
6.2	46697	12536	59233
6.3	48323	12536	60859
6.4	50059	12536	62595
Level 7			
7.1	52721	12536	65257
7.2	54563	12536	67099
7.3	56567	12536	69103
Level 8			
8.1	59824	12536	72360
8.2	62157	12536	74693
8.3	65050	12536	77586
Level 9			
9.1	68663	12536	81199
9.2	71104	12536	83640
9.3	73888	12536	86424
Class 1	78098	12536	90634
Class 2	82308	12536	94844
Class 3	86516	12536	99052
Class 4	90726	12536	103262

(4) It is the term of this award or agreement that the Association undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 704 of 1991 not to pursue any extra claims, award or overaward except when consistent with the State Wage Principles.

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

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

24A. - 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.

25. - PARLIAMENTARY SUPPORT SERVICES EMPLOYEE WAGES

(1) The weekly wage applicable to Parliamentary Support Services Employees covered by this award shall be as follows:

(a) Classification	Base Rate Per Week$	Arbitrated Safety Net Adjustments $	Total Rate Per Week $
Kitchen Hands and Gardeners			
1st year of service	372.08	244.30	616.38
2nd year of service	376.68	244.30	620.98
3rd year of service	380.58	244.30	624.88
Steward/Cleaner			
1st year of service	391.45	244.30	635.75
2nd year of service	395.96	244.30	640.26
3rd year of service	399.65	244.30	643.95
Steward/Cleaner and Relieving Bar Attendant			
1st year of service	401.69	244.30	645.99
2nd year of service	406.41	244.30	650.71
3rd year of service	410.82	244.30	655.12
Cook (Cakes and Second)			
1st year of service	414.51	244.30	658.81
2nd year of service	419.32	246.30	665.62
3rd year of service	423.53	246.30	669.83
Assistant Chief Steward			
1st year of service	425.17	246.30	671.47
2nd year of service	431.53	246.30	677.83
3rd year of service	437.27	246.30	683.57
Horticulturist (Certificate)			
1st year of service	433.27	246.30	679.57
2nd year of service	438.60	246.30	684.90
3rd year of service	442.95	246.30	689.25
Tradesperson Cook			
1st year of service	454.79	246.30	701.09
2nd year of service	459.10	246.30	705.40
3rd year of service	462.89	244.30	707.19
Chef, Chief Steward and Bar Attendant			
1st year of service	491.90	244.30	736.20
2nd year of service	498.15	244.30	742.45
3rd year of service	504.61	244.30	748.91
Foreperson of Horticulture			
1st year of service	478.27	244.30	722.57
2nd year of service	483.19	244.30	727.49
3rd year of service	487.39	244.30	731.69

(2) Apprentices: The weekly wage rate shall be a percentage, as hereunder, of the tradesperson's rate:

Five Year Term	%
First Year	40
Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88

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

For the purpose of this clause "Tradesperson's Rate" means the rate of pay for a tradesperson under this award.

(3) The following allowances shall be paid to Parliamentary Support Services Employees indexed according to State Wage decisions and shall be:-

(a)	Chef	
	1st year	$122.70 per fortnight
	2nd year	$245.50 per fortnight
(b)	Tradesperson Cook (Sous Chef)	
	1st year	$ 79.80 per fortnight
	2nd year	$122.70 per fortnight
(c)	Stewards to Speaker and President	$ 61.25 per fortnight

(4) An allowance of $35.60 per fortnight shall be paid to all Parliamentary Support Services Employees employed in the kitchen, dining room and bar areas.

2009 WAIRC 00980

Particle Board Employees' Award, 1964

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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

It is a term of this award that the union undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 704 of 1991 not to pursue any extra claims, award or over award except when consistent with the State Wage Principles.

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

	Rate of Wage$	Supplementary Payment$	ASNA	Award Rate$
Grade 1				569.70
Trainee Operator				
Yard Hand				
Packaging				
Machine Assistant				
Factory Hand				
Grade 2				569.70
Flaker/Knife Room Operator				
Overlay Operator				
Log Deck/Chipping Operator				
Glue Mixer				
Paper Impregnation Operator				
Log Tower Operator				
Gatekeeper				
Grade 3				569.70
Residue & Waste Operator				
Flooring & Grading Operator				
Log Deck Loader				
Knife Setter & Grinder & Changing Knives				
Grade 4	362.70	15.90	206.30	584.90
Laboratory Assistant				
Finishing Line				
Logyard Loader				
Panel Saw Operator				
Sanding & Grading Operator				
Grade 5	378.70	15.90	206.30	600.90
Drier Operator				
Despatch				
Forming Machine Operator				
Relief Operator				
Press Operator				
Resin Plant Operator				
Grade 6	396.30	15.90	206.30	618.50
Senior Melamine Operator				
Senior Finishing Operator				
Senior Shift Operator				

(2) Junior Employee: (percentage of sum of Grade 1 rate of wage $569.70 and supplementary payments prescribed):

	%	BASE RATE$	SUPPLE-MENTARY PAYMENT$	ASNA	AWARD RATE$
Between 15 and 16 years of age	40				227.90
Between 16 and 17 years of age	50				284.90
Between 17 and 18 years of age	60				341.90
Between 18 and 19 years of age	70				398.80
Between 19 and 20 years of age	80				455.80
Between 20 and 21 years of age	95	310.46	15.10	196.00	521.56

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

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

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

(3) Leading Hands:

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

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

(4) Supplementary Payments:

(a) As shown in the rates payable under the provisions of this clause -

(i) an employee, other than a junior employee, shall be paid a supplementary payment of $15.90 per week; and

(ii) a junior employee shall be paid per week a percentage of the $15.90 being the percentage which appears against his/her age in subclause (2) of this clause.

(b) (i) The supplementary payments as prescribed in paragraph (a) hereof are in substitution for any overaward payment as defined hereunder. Any such over award payment applicable at the time of the introduction of supplementary payments into the Award shall be reduced by the amount of the supplementary payment prescribed for the classification concerned.

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

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

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

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

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

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

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

Such a percentage increase shall also apply to the leading hand allowances, the special payment and the disability allowances.

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

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

2009 WAIRC 00981

Particle Board 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.

SCHEDULE I - RATES OF PAY

PARTICLE BOARD INDUSTRY AWARD (S.W.L.D.) NO. 10 OF 1978

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

(1) (a) GRADE

	BASE RATEPER WEEK$	ASNA$	TOTAL
Grade 1	346.45	220.30	566.75
Trainee Operator, Packing Cleaner, Factory/Yard Hand.			
Grade 2	354.35	220.30	574.65
Flaker/Knife Room Operator, Overlay Operator, Log Deck Operator, Glue Mixer Melamine Forklift			

(1) (a) GRADE—*continued*

	BASE RATEPER WEEK$	ASNA$	TOTAL
Grade 3	366.85	220.30	587.15
Flooring and Grading Operator, Storeperson, Log Deck Loader, Paper Impregnation Operator, Log Tower Operator, Packaging Forklift			
Grade 4	380.70	220.30	601.00
Laboratory Assistant, Despatch Forklift, Logyard Loader, Panel Saw Operator, Sanding and Grading Operator.			
Grade 5	392.65	220.30	612.95
Drier Operator, Despatcher, Forming Machine Operator, Relief Operator, Press Operator, Resin Plant Operator.			
Grade 6	438.00	220.30	658.30
Senior Melamine Operator, Senior Finishing Operator, Senior Shift Operator, Quality Control Officer.			
(2) Driver of Motor Vehicles			
(a) Not exceeding 25 cwt capacity	355.10	220.30	575.40
(b) Exceeding 25 cwt but under 3 tons	358.20	220.30	578.50
(c) Exceeding 3 tons but under 6 tons	362.25	220.30	582.55
(d) Exceeding 6 tons but under 7 tons	362.95	220.30	583.25
(e) Exceeding 7 tons but under 8 tons	365.05	220.30	585.35
(f) Exceeding 8 tons but under 9 tons	365.35	220.30	585.65
(g) Exceeding 9 tons but under 10 tons	366.00	220.30	586.30
(h) Exceeding 10 tons but under 11 tons	366.65	220.30	586.95
(i) Exceeding 11 tons but under 12 tons	367.80	220.30	588.10
(j) Exceeding 12 tons but under 13 tons	368.75	220.30	589.05
(k) Exceeding 13 tons but under 14 tons	369.70	220.30	590.00
(l) Exceeding 14 tons but under 15 tons	360.65	220.30	580.95
(m) Exceeding 15 tons but under 16 tons	371.40	220.30	591.70
(n) Exceeding 16 tons but under 17 tons	371.70	220.30	592.00
(o) Exceeding 17 tons but under 18 tons	372.45	220.30	592.75
(p) Exceeding 18 tons but under 19 tons	373.40	220.30	593.70
(q) Exceeding 19 tons but under 20 tons	374.20	220.30	594.50
(r) Exceeding 20 tons but under 21 tons	375.25	220.30	595.55
(s) Exceeding 21 tons but under 22 tons	376.20	220.30	596.50
(t) Exceeding 22 tons but under 23 tons	376.70	220.30	597.00
(u) Exceeding 23 tons and over.....	377.10	220.30	597.40

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

(aa) For a loader single-axle trailer $1.60 per day extra

(bb) For an empty single-axle trailer $1.95 per day extra

(cc) For any other empty trailer $1.10 per day extra.

(w) An employee who in the course of his/her employment drives le with self-loading equipment which requires the possession of a certificate of competency paid an extra $10.40 per week.

		BASE RATEPER WEEK$	ASNA$	TOTAL$
(3)	Driver of Articulated Vehicles:			
	(a) Not exceeding 9 tons capacity	370.10	220.30	590.40
	(b) 9 tons and over but under 10 tons	371.30	220.30	591.60
	(c) 10 tons and over but under 11 tons	371.60	220.30	591.90
	(d) 11 tons and over but under 12 tons	372.20	220.30	592.50
	(e) 12 tons and over but under 13 tons	372.55	220.30	592.85
	(f) 13 tons and over but under 14 tons	373.60	220.30	593.90
	(g) 14 tons and over but under 15 tons	375.00	220.30	595.30
	(h) 15 tons and over but under 16 tons	375.40	220.30	595.70
	(i) 16 tons and over but under 17 tons	376.30	220.30	596.60
	(j) 17 tons and over but under 18 tons	377.00	220.30	597.30
	(k) 18 tons and over but under 19 tons	378.20	220.30	598.50
	(l) 19 tons and over but under 20 tons	379.00	220.30	599.30
	(m) 20 tons and over but under 21 tons	379.50	220.30	599.80
	(n) 21 tons and over but under 22 tons	380.30	220.30	600.60
	(o) 22 tons and over but under 23 tons	381.40	220.30	601.70
	(p) 23 tons and over but under 24 tons	382.30	220.30	602.60
	(q) 24 tons and over but under 25 tons	382.90	220.30	603.20
	(r) 25 tons and over but under 26 tons	383.30	220.30	603.60
	(s) 26 tons and over but under 27 tons	384.15	220.30	604.45
	(t) 27 tons and over but under 28 tons	385.25	220.30	605.55
	(u) 28 tons and over but under 29 tons	385.85	220.30	606.15
	(v) 29 tons and over but under 30 tons	386.60	220.30	606.90
	(w) 30 tons and over but under 31 tons	387.45	220.30	607.75
	(x) 31 tons and over but under 32 tons	388.50	220.30	608.80
	(y) 32 tons and over but under 33 tons	389.55	220.30	609.85
	(z) 33 tons and over but under 34 tons	389.85	220.30	610.15
	(aa) 34 tons and over but under 35 tons	390.60	220.30	610.90
	(ab) 35 tons and over but under 36 tons	391.65	220.30	611.95
	(ac) 36 tons and over but under 37 tons	392.85	220.30	613.15
	(ad) 37 tons and over but under 38 tons	393.55	220.30	613.85
	(ae) 38 tons and over but under 39 tons	394.20	220.30	614.50
	(af) 39 tons and over but under 40 tons	395.50	220.30	615.80
	(ag) 40 tons and over but under 41 tons	396.40	220.30	616.70
	(ah) 41 tons and over but under 42 tons	397.05	220.30	617.35
	(ai) 42 tons and over but under 43 tons	398.10	220.30	618.40
	(aj) 43 tons and over but under 44 tons	399.20	220.30	619.50
	(ak) 44 tons and over but under 45 tons	399.90	220.30	620.20
	(al) 45 tons and over but under 46 tons	400.70	220.30	621.00
	(am) 46 tons and over but under 47 tons	401.70	220.30	622.00
	(an) 47 tons and over but under 48 tons	402.75	220.30	623.05
	(ao) 48 tons and over but under 49 tons	403.60	220.30	623.90
	(ap) 49 tons and over but under 50 tons	404.30	220.30	624.60
	(aq) 50 tons and over but under 51 tons	405.40	220.30	625.70
	(ar) 51 tons and over but under 52 tons	406.35	220.30	626.65

		BASE RATEPER WEEK$	ASNA$	TOTAL$
(3)	Driver of Articulated Vehicles:—*continued*			
	(as) 52 tons and over but under 53 tons	407.20	220.30	627.50
	(at) 53 tons and over but under 54 tons	408.05	220.30	628.35
	(au) 54 tons and over but under 55 tons	409.05	220.30	629.35
	(av) 55 tons and over.....	409.95	220.30	630.25
(4)	Driver of Double Articulated Vehicle or Road Train:			
	(a) Not exceeding 31 tons capacity	392.50	220.30	612.80
	(b) 31 tons and over but under 32 tons	392.95	220.30	613.25
	(c) 32 tons and over but under 33 tons	393.65	220.30	613.95
	(d) 33 tons and over but under 34 tons	394.30	220.30	614.60
	(e) 34 tons and over but under 35 tons	395.25	220.30	615.55
	(f) 35 tons and over but under 36 tons	395.70	220.30	616.00
	(g) 36 tons and over but under 37 tons	396.60	220.30	616.90
	(h) 37 tons and over but under 38 tons	397.25	220.30	617.55
	(i) 38 tons and over but under 39 tons	397.80	220.30	618.10
	(j) 39 tons and over but under 40 tons	399.30	220.30	619.60
	(k) 40 tons and over but under 41 tons	400.10	220.30	620.40
	(l) 41 tons and over but under 42 tons	400.70	220.30	621.00
	(m) 42 tons and over but under 43 tons	401.70	220.30	622.00
	(n) 43 tons and over but under 44 tons	402.50	220.30	622.80
	(o) 44 tons and over but under 45 tons	403.10	220.30	623.40
	(p) 45 tons and over but under 46 tons	403.90	220.30	624.20
	(q) 46 tons and over but under 47 tons	405.10	220.30	625.40
	(r) 47 tons and over but under 48 tons	405.40	220.30	625.70
	(s) 48 tons and over but under 49 tons	406.25	220.30	626.55
	(t) 49 tons and over but under 50 tons	407.20	220.30	627.50
	(u) 50 tons and over but under 51 tons	407.90	220.30	628.20
	(v) 51 tons and over but under 52 tons	408.45	220.30	628.75
	(w) 52 tons and over but under 53 tons	409.40	220.30	629.70
	(x) 53 tons and over but under 54 tons	410.25	220.30	630.55
	(y) 54 tons and over but under 55 tons	410.95	220.30	631.25
	(z) 55 tons and over.....	411.85	220.30	632.15
(5)	Tow Motor Operator.....	349.75	220.30	570.05
(6)	Driver of Logging Tractor.....	355.00	220.30	575.30
(7)	Crane or Fork Lift Assistant.....	330.95	220.30	551.25

(8) JUNIOR EMPLOYEES:

In addition to such amounts as may be prescribed by subclause (2) of Clause 7. - Junior Employees, junior employees shall receive the following percentage of a Particle Board Employee Grade 1 wage rate:

Between 16 and 17 years of age	45%
Between 17 and 18 years of age	55%

(9) LEADING HANDS:

(a) Any employee placed by the employer in charge of not less than three and not more than ten other employees shall be paid $17.30 per week extra.

(b) Any employee placed by the employer in charge of more than ten other employees shall be paid $26.10 per week extra.

(10) SUPPLEMENTARY PAYMENTS:

(a) In addition to the Base Rate Per Week prescribed in this schedule, all adult employees shall be paid a supplementary payment of $39.90 per week for all purposes of this award.

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

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

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

(11) CALCULATION OF WAGE RATES - STATE WAGE CASE DECISIONS:

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

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

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

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

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

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

2009 WAIRC 00982

Pastrycooks' Award No. 24 of 1981

10. - 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 Adjustments) as set out in this clause:

Classification	Base Rate $	Supplementary Payment $	Arbitrated Safety Net Adjustments $	Award Rate$
Adults:				
Single Hand Pastrycook	371.10	34.10	244.30	649.50
Pastrycook	365.20	37.80	244.30	647.30
Cake Decorator	359.40	-	244.30	603.70
Assistant	329.60	-	244.30	573.90

(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 allowances and any other ancillary payments of a like nature prescribed by the award.

(2) Junior Workers: Junior workers shall be paid the following percentage of the rate prescribed for an Assistant.

	%
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) Apprentices - (Percentage of 'Pastrycooks' 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
Next year	75
Final year	88
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 Hand: In addition to the rates prescribed by this clause a leading hand shall be paid per week if placed in charge of:

		Rate per Week $
(a)	Less than four other employees	16.50
(b)	Four or more but not more than ten other employees	26.10
(c)	More than ten but not more than 20 other employees	39.90
(d)	More than 20 other employees	51.50

(6) Casual Workers: In addition to the rate prescribed by this clause a casual worker shall be paid a loading of 20 per cent. The loading shall not be included in the wage for the purpose of calculating an entitlement to any additional payment provided by Clause 9. - Additional Rates of this Award.

2009 WAIRC 00983

Permanent Building Societies (Administrative and Clerical Officers) 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. - RATES OF PAY

The minimum rates of pay for employees covered by this Award shall be as follows -

(1) (a) Automatic Range - Clerical/Administrative Officers:

	Per Annum$	ASNA$	TOTAL
At 16 years of age	10303	5082	15385
At 17 years of age	11369	5863	17232
At 18 years of age	12964	6770	19734
At 19 years of age	15561	7913	23474
At 20 years of age	17188	8828	26016
At 21 years of age or 1st year of adult service	18825	10762	29587
At 22 years of age or 2nd year of adult service	19238	10762	30000
At 23 years of age or 3rd year of adult service	19749	10762	30511
At 24 years of age or 4th year of adult service	20054	10762	30816
At 25 years of age or 5th year of adult service	20564	10762	31326
(b) Classified Clerical/Administrative Officers:			
Grade 1 - Year 1	21074	10762	31836
Year 2	21490	10762	32252
Year 3	21990	10762	32752
Grade 2 - Year 1	22191	10762	32953
Year 2	22698	10762	33460
Year 3	23204	10762	33966
Year 4	23715	10867	34582
Grade 3 - Year 1	24225	10867	35092
Year 2	24736	10867	35603
Year 3	25249	10867	36116
Year 4	25758	10867	36625
(c) Transition:			
Where an employee was employed by a respondent to this award prior to the beginning of the first pay period commencing on or after the 20th day of September 1988 such employee shall retain the right to progress by automatic increments in accordance with the following -			
At 26 years of age or 6th year of adult service	21074	10762	31836
At 27 years of age or 7th year of adult service	21490	10762	32252
At 28 years of age or 8th year of adult service	21990	10762	32752

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

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

Increases in rates of pay otherwise 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) An unclassified officer employed as a typist or stenographer and who performs such work of typing or stenography as the case may be for the major and substantial part of his/her working time shall be paid an allowance at the rate of not less than $226.30 per annum in the case of a typist and $377.90 per annum in the case of a stenographer in addition to the appropriate rate prescribed above provided that in the case of a typist the officer has satisfied the Society that he/she can attain a speed of 50 words per minute typing and in the case of a stenographer a speed of 50 words per minute typing and 80 words per minute shorthand.

34. - HOME BUILDING SOCIETY - CLASSIFICATION STRUCTURE AND RATES OF PAY

(1) This clause replaces Clause 10. - Rates of Pay of the Award insofar as it applies to clerical employees employed by Home Building Society.

(2) The following shall be the minimum rates of pay for employees covered by this award employed by Home Building Society:

SCHEDULE A – SALARIES AND SALARY RANGES

(a) Adult Employees

		(Base Rate)$ per annum	Arbitrated SafetyNet Adjustment$ per annum	Total Rate$ per annum
(i)	Grade 1 General	18825-19238	12742	31567 - 31980
(ii)	Grade 2 Advanced General Clerk	19749-20564	12742	32491 - 33306
(iii)	Grade 3 Senior Clerk	21074-21990	12742	33816 - 34732
(iv)	Grade 4 Specialists	22191-24088	12743 12847	35038 - 36831
(v)	Grade 5 Supervisor/Senior Specialist	24225-25758	12743	36968 - 38501

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

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

Increases in rates of pay otherwise 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

Employees less than 21 years of age shall receive the appropriate percentage of the minimum wage of the grade for their minimum wage of the grade for their position:

17 year old	60.39% of relevant Grade
18 year old	68.86% of relevant Grade
19 year old	82.65% of relevant Grade
20 year old	91.30% of relevant Grade

On turning 21 years of age employees shall receive the full minimum range of the grade for the position.

(3) 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 1 October 1991.

(4) Wage increases shall occur according to the following:

(a) Employees who are under 21 years of age shall receive increases according to their age.

(b) Adult employees shall receive performance increments within their classified grade.

The finalisation of the process by which this will occur is to be determined.

A formal appraisal system will be used that shall measure performance and determine the magnitude of any increase. Employees with less than satisfactory performance will not receive increases. The system will include provisions on counselling and training to be used in such cases.

(c) Employees promoted from one grade to the next grade shall commence on the minimum rate of pay prescribed for the higher grade.

(5) An employee solely engaged for five days or more on duties classified at a higher grade than his/her ordinary grade shall be paid the base rate of the higher grade whilst so engaged.

(6) Transitional arrangements:

To enable an orderly transition the following arrangements shall apply:

(a) An employee shall be transferred to the new classification structure as of the first pay period commencing on or after 1 October 1991.

(b) Employees in receipt of a wage less than the minimum rate of pay for that grade shall receive the minimum rate of pay for that grade.

(c) Employees in receipt of a rate of pay higher than the maximum rate of pay for that grade shall be "red circled" until the rate of pay they receive is equal to the maximum rate of pay for that grade.

(d) Employees who are paid a rate of pay within the rate for the grade of the position occupied shall continue to receive that rate of pay.

(e) All employees "red circled" in accordance with paragraph (c) of this subclause shall not receive any increase or any State Wage Case increases until their current rate of pay falls within the range for the grade of the position occupied.

(7) New employees commencing with the Society shall receive the minimum rate of pay for the grade of the position offered. Movement within the range shall occur in accordance with subclause (4).

(8) Prior to 1 March 1992, the parties agree to consult and to address any problems arising from the operation of the new structure and criteria.

(9) Award grading structure:

GRADE 1 - GENERAL CLERKS

A General Clerk is an employee who undertakes a range of tasks which require the basic general clerical skills.

A Grade 1 Clerk would be expected to have no or limited responsibility and discretion over the content of work performed. Direct supervision is required. No or limited experience is necessary initially as training will be performed 'on the job' or by the Society's training sections.

GRADE 1 - CLERICAL/OFFICE SKILLS INCLUDE:

COMMUNICATION SKILLS -

Written - information recording, note taking, correspondence to clients.

Oral - communication with clients by telephone and at counter.

INFORMATION HANDLING SKILLS -

Mailroom, filing, collating, record keeping, documentation procedures.

TECHNICAL SKILLS -

Telex operations, simple calculating, operation of photocopy machines, keyboarding, typewriting (copy typing) basic data entry, general cash handling under supervision.

INTERPERSONAL SKILLS -

Initial client/public contact point.

GRADE 2 - ADVANCED GENERAL CLERKS

An Advanced General Clerk is an employee who undertakes a range of advanced clerical duties and who possesses extensive experience in the appropriate Grade 1 skills.

The employee will have a sound knowledge of the Society's structure and its systems, will probably have experience in a number of positions within the Society, and have become competent in the particular interaction of Society systems.

The employee will therefore be multi-skilled in the sense that they can transfer from one department to another with minor job specific 'on the job' training.

GRADE 3 - SPECIALIST CLERK

A Specialist Clerk is an employee who undertakes a range of special clerical duties and who would have appropriate skills as at Grade 2 and, in addition, possess and use extensively a number of the following skills:

COMMUNICATION SKILLS -

Sound written skills- e.g. letter composition, travel itineraries, servicing meetings.

Sound oral skills - e.g. telephonist on a major switchboard.

TECHNICAL SKILLS -

Full proficiency, complex calculations by systems or calculator. Typewriting, audio transcription, word processing full proficiency in advance data processing, shorthand transcription stenographic, secretarial computer operation.

INTERPERSONAL SKILLS -

Advanced client/public contact involving responsibility to enterprise - e.g. arrears, telephone marketing, etc.

BUSINESS/FINANCIAL KNOWLEDGE AND SKILLS -

Understanding of methods and procedures necessary to undertake the following job functions - accounts, payroll, arrears, purchasing and other related job functions.

QUALITY ASSURANCE -

Responsible for quality of own work and/or those supervised.

KNOWLEDGE OF ENTERPRISE/INDUSTRY -

Sound knowledge of enterprise structure and its products.

ORGANISATIONAL/PLANNING SKILLS -

Plans own work schedule and/or up to 3 others.

SUPERVISORY SKILLS

Limited, up to 3 employees.

TRAINING DELIVERY -

Provided limited in-house training. A Grade 3 Clerk would be expected to have responsibility and accountability for their own work within an established structure. General supervision is necessary.

GRADE 4 - SENIOR SPECIALIST CLERK

A Senior Specialist Clerk is an employee who undertakes senior specialist clerical functions involving greater responsibility and accountability to the enterprise. A Grade 4 Senior Clerical Officer would have appropriate skills as at Grade 3 and in addition possess and use extensively a number of more complex skills as identified.

COMMUNICATION SKILLS -

Report writing, provision of written advice - e.g. Research Assistant.

Interviewing, oral presentation to groups, meetings, etc.

TECHNICAL SKILLS -

Stenographic, senior secretarial, word processing (complex), computer based accounting (senior accounts clerk), computer applications, complex data processing.

INTERPERSONAL SKILLS -

Client/public liaison, internal liaison - e.g. personal assistant.

BUSINESS/FINANCIAL KNOWLEDGE AND SKILLS -

Understanding of methods and procedures necessary to undertake the following job functions at a senior clerical or supervisor's level:

accounts, payroll/personnel, cost accounting and other related job functions.

QUALITY ASSURANCE -

Plans own work schedule and may plan schedules of others.

KNOWLEDGE OF ENTERPRISE/INDUSTRY -

Specific knowledge of enterprise operations and corporate structure and basic knowledge of the industry in which the enterprise operates.

OPERATIONAL/PLANNING SKILLS -

May participate in problem solving and/or decision making in relation to operational issues in own work section.

SUPERVISORY SKILLS -

Up to 8 employees.

TRAINING DELIVERY -

May provide in-house training.

A Grade 4 Senior Specialist Clerk has considerable discretion in organisation of their own work within prescribed limits. Limited supervision is required.

GRADE 5 - CLERICAL OFFICER

A Clerical Officer is an employee who works at a senior level and has highly specialised skills. A Grade 5 Clerical Officer would have recognised and appropriate skills as at Grade 4 and in addition be expected to possess and use extensively a number of the following skills.

COMMUNICATION -

Highly complex communication skills including negotiation.

TECHNICAL SKILLS -

At a senior level including research/investigation and problem solving, senior computer application.

INTERPERSONAL SKILLS -

Complex, including counselling and performance appraisal.

BUSINESS/FINANCIAL KNOWLEDGE AND SKILLS -

Specialist e.g. Bookkeeper, Payroll Supervisor, Assistant Accountant.

QUALITY ASSURANCE -

Responsible for own work and/or check quality of work of section (over 8 employees).

KNOWLEDGE OF ENTERPRISE/INDUSTRY -

Detailed knowledge of the enterprise's operations/corporate structure and should have knowledge of the industry in which the enterprise operates.

ORGANISATION/PLANNING SKILLS -

Complex - impacts on enterprise structure.

SUPERVISORY SKILLS -

Over 8 employees.

TRAINING DELIVERY -

Design and delivery of training programmes.

A Grade 5 Clerical Officer may work independently and have responsibility and accountability for own work and/or make decisions which have some impact on the productivity of the enterprise. Minimal supervision is required.

34A. - HOME BUILDING SOCIETY - SPECIAL CONDITIONS

(1) This clause shall apply to Home Building Society and to its employees employed pursuant to the provisions of this award.

(2) The provisions of:

(a) Clause 6B. - Casual Employees, subclauses (1), (2) and (3);

(b) Clause 11. - Annual Leave, subclause 11(6);

(c) Clause 12. - Sick Leave, subclause 12(4);

(d) Clause 34. - Home Building Society - Classification Structure and Rates of Pay, subclause (2)(a);

shall not apply to Home Building Society.

(3) (a) A casual employee shall mean an employee engaged and paid as such, and whose employment may be terminated by the giving of one hour's notice on either side, or the payment or forfeiture, as the case may be, of one hour's pay.

(b) (i) A casual employee may be employed for periods not exceeding four weeks and, whilst so employed, shall receive 25 per cent in addition to the appropriate ordinary hourly wage rate prescribed by this award with a minimum payment as for four hours' work.

(ii) The duration of the casual engagement may be extended to thirteen weeks in the event that the employee is engaged to cover for another employee who is absent on account of long service leave, annual leave, sick leave, injury compensable under the Workers' Compensation and Assistance Act, or an authorised period of unpaid leave.

(c) Subject to any agreement between the employer and the employee to the contrary subclause (6) and (7) of Clause 6. - Hours shall not apply to casual employees.

(d) Notwithstanding the provisions of this clause 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.

(e) The provisions of Clause 9. - Holidays, Clause 11. - Annual Leave, Clause 12. - Sick Leave and Clause 28. - Maternity Leave do not apply to casual employees.

(4) With the consent of the employer and the employee, annual leave may be taken in more than one period of leave provided that one of these periods shall not be less than one week.

(5) Provided further that when an employee is not available for duty in accordance with this clause on the working day immediately preceding a weekend and is not available for duty on the whole of the working day immediately following a weekend, the employee shall be required to produce a certificate from a medical practitioner with respect to such absence(s).

(6) Where an employee is granted a performance increment his or her salary will increase to the next salary level within the grade. The levels appropriate to Grades 1, 2 and 3 are shown below:

	Rate Per Annum	A.S.N.A.	TOTAL Rate Per Annum
Grade 1			
Level 1	21327	10240	31567
Level 2	21740	10240	31980
Grade 2			
Level 1	22251	10240	32491
Level 2	22556	10240	32796
Level 3	23066	10240	33306
Grade 3			
Level 1	23574	10240	33814
Level 2	23992	10240	34232
Level 3	24492	10345	34837

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

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

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

Annual performance increments for award staff graded 1, 2 or 3 shall occur according to the following conditions:

(a) Performance increments will only be awarded once each year paid on the first pay period commencing from the commencement of the second pay period in April.

(b) To be awarded a performance increment the employee must have been in their current grade level for six months or more at the time the increment is to be assessed. The increment will not be paid to an employee who during this six month period has taken maternity, paternity or unpaid leave of more than four weeks.

(c) Employees who have turned 21 years of age during the six months prior to the assessment of performance increments shall not receive an increase. Junior employees shall continue to receive payment based on the prescribed percentage of the first increment in accordance with Clause 34. – Home Building Society – Classification Structure and Rates of Pay subclause (2)(b).

(d) Employees who are currently on or have attained a rate of pay equal to or higher than the highest level within their allocated grade shall not receive an increase.

Where an employee is performing at a less than satisfactory level the following procedures must be followed:

(i) At the request of the Personnel Department, managers must advise of any staff member within their department who is performing at a less than satisfactory level.

(ii) The manager shall detail performance problems and the steps the employee must take to improve such performance including details of counselling sessions and further training where required.

(7) Where the provisions of this clause conflict with any other provisions contained in this award, the provisions of this clause shall prevail.

2009 WAIRC 00984

Performers Live Award (WA) 1993

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - RATES OF PAY

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

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

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

(1) Engaged by the Week (age sixteen and over)

	PER WEEK $	ASNA $	TOTAL $
(a) (i) Speciality Artiste:			
Solo	498.60	244.30	742.90
Duo (each)	468.50	244.30	712.80
Trio (each	453.10	246.30	699.40
Quartet or an act of more than four artists (each)	437.00	246.30	683.30
(ii) Variety Artist	468.50	244.30	712.80
(iii) Vocalist	453.10	246.30	699.40
(iv) Actor or Actress	416.80	246.30	663.10
(v) Ballet or Chorus	398.80	244.30	643.10
(vi) Model	398.80	244.30	643.10
(b) Skaters:			
(i) Solo, Duo or Speciality Artist	416.80	246.30	663.10
(ii) Employee engaged only in a skating ensemble	398.80	244.30	643.10
(c) Aquatic Artists:			
(i) Other than member of an aquatic ensemble	416.80	246.30	663.10
(ii) Aquatic ensemble - employee engaged therein only	398.80	244.30	643.10
(d) (i) Supernumeraries engaged by the week shall be paid $15.55 per hour with a minimum payment for a week of			597.70
(ii) Supernumeraries on tour shall be paid the ballet of chorus rate of pay together with the touring allowance as hereinafter specified.			

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

16 years of age and over	$	$	$
- not on tour - at the rate per week of	398.80	244.30	643.10
- on tour, plus the touring allowance as hereinafter specified	416.80	246.30	663.10

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(2) Rehearsals

Prior to commencement of performances:

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

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

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

(3) Engaged Casually

(a) Performance

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

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

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

(b) Rehearsals

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

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

(c) Casual supernumeraries shall be paid at $16.69 per hour with a minimum call for performances of three hours and for rehearsals of two hours.

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

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

(6) Provision of Meals

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

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

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

2009 WAIRC 00985

Pest Control Industry Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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

(1) Classifications

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

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

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

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

(iii) maintain equipment and perform minor repairs; and

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

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

(i) understands and applies quality control techniques;

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

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

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

(v) exercises good interpersonal and communication skills;

(vi) exercises discretion in decision making; and

(vii) assists in training of employees including trainees.

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

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

(2) Wages

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

Adult Employees	Weekly Rate$
Probationary Operator Under Supervision	586.40
Operator Grade 1	607.26
Qualified Operator Grade 2	638.10
Qualified Operator Grade 3	663.50
Qualified Operator Grade 4	705.22

(3) Leading Hands

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

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

(4) Junior Employees

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

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

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

2009 WAIRC 00986

Photographic Industry Award, 1980

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - WAGES

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

	Base Rate$	Arbitrated Safety Net Adjustments$	Minimum Rate$
SECTION A:			
Portrait Advertising And Commercial Studios:			
(a) Photographer	348.50	244.30	592.80
(b) All others -			
First three months.			569.70
(c) All others - Thereafter	338.30	244.30	582.60
SECTION B:			
Developing, Printing And Finishing Establishments:			
(a) Colour filter determinator			
Custom colour enlargement printer			
Colour printer controller	356.50	244.30	600.80
(b) Rack and tank colour film processor machine operator Colour enlargement printer			
Colour quality corrector			
Kit mixing operator			
Colour printer operator	348.50	244.30	592.80
(c) Rack and tank black and white film processor			
Black and white enlargement printer			
Black and white printer operator	341.10	244.30	585.40
(d) All others -			
First three months			569.70
(e) All others - Thereafter	338.30	244.30	582.60

SECTION C

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

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

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

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

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

(3) LEADING HANDS:

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

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

2009 WAIRC 00987

Pipe, Tile and Pottery Manufacturing Industry Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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

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

Classification	Rate Per Week	Supplementary Payment	TOTAL
ADULT EMPLOYEES	$	$	$
Machine Attendant Grade A	347.00	251.00	598.00
Machine Attendant Grade B	336.20	250.80	587.00
Fork Lift Driver	357.20	244.40	601.60
Millman Mixer	343.20	251.10	594.30
Moulder	343.20	251.10	594.30
Thrower	343.20	251.10	594.30
Setter Drawer	341.40	245.60	587.00
Junction Sticker	339.80	247.20	587.00
Pipe Machine Operator	336.20	254.50	590.70
Taker Off Pipes (Fully Automatic)	336.20	247.20	583.40
Lathe Machine Operator	336.20	254.50	590.70
Panperson	336.20	250.80	587.00
Taker Off Tiles	336.20	247.20	583.40
Gang Tile Drawer (Caversham)	336.20	247.20	583.40
Pot Machine Operator (Large) and/or Vent Machine Operator	336.20	261.80	598.00
Burnt Ware Sorter (Pipe Tester)	334.40	249.00	583.40
Plant Attendant Oiler	334.40	245.30	579.70
Pipe Drawer Assistant	332.10	247.60	579.70
Forking Tiles (Caversham)	332.10	247.60	579.70
Packer (Dispatch)	332.10	247.60	579.70
Hand Colour Sprayer	332.10	251.30	583.40
Slipper	332.10	247.60	579.70
Cleaner (Flue and Oil Burner)	332.10	247.60	579.70
Ridge Maker	332.10	251.30	583.40
All Others	322.50	250.00	572.50

(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.

(2) JUNIOR EMPLOYEES:

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

(3) LEADING HANDS:

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

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

APPENDIX

5 . - WAGES

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

Classification	Rate Per Week	Supplementary Payment	Award Rate
Adult Employees:	$	$	$
Machine Attendant Grade I	353.00	255.90	608.90
Machine Attendant Grade II	353.00	245.00	598.00
Machine Attendant Grade III	337.90	249.10	587.00
Fork Lift Driver	357.20	244.40	601.60
All Others	322.50	250.00	572.50

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

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

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

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

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

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

(2)

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

(3) LEADING HANDS:

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

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

2009 WAIRC 00988

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

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - WAGES

			Wage Per Week$	Arbitrated Safety Net$	Total Wage Per Week$
(1)	(a)	Modeller	408.90	244.30	653.20
		Tool Allowance			1.44
	(b)	Plaster Caster	386.15	244.30	630.45
	(c)	Plaster Caster (Mechanical)	362.35	244.30	606.65
	(d)	Labourers	342.10	244.30	586.40
	(e)	Cement employee	338.25	244.30	582.55
	(f)	Trainee Casters – up to 40 per cent proficiency			569.70
		Thereafter, such percentage of the plaster caster's total wage as is assessed in accordance with subclause (9) of Clause 7. – Adult Trainee Casters.			
	(g)	Plant Operator			569.70
	(h)	Bagger			569.70
	(i)	Washer			569.70
	(j)	Front End Loader			569.70
	(k)	Fork Lift Driver			569.70
(2)		Junior Employees Under 21 years of age			502.10
		Under 20 years of age			446.90
		Under 19 years of age			392.95

(3) Apprentice Modellers –

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

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

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

(5) The rates of pay in this award include the arbitrated safety net adjustment payable under the June 1998 State Wage Case Decision. This arbitrated safety net adjustment shall be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

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

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

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

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

2009 WAIRC 00989

Plastic Manufacturing Award 1977

22. - CLASSIFICATION STRUCTURE AND RATES OF PAY

(1) Definition of Classification Structure

(a) Production Trainee - Grade 1

A new employee in the first three (3) months of full-time permanent employment who performs routine duties whilst working under direct supervision and undergoing training to enable them to work at the Grade 2 level.

Training

Undertakes induction training which may include information on the enterprise, conditions of employment, introduction to supervisors and fellow workers, training and career path opportunities, plant layout and processes, work and documentation procedures, occupational health and safety, equal employment opportunity and quality control/assurance, timekeeping, housekeeping;

Training on any one or several of specific tasks encompassed in Grade 2.

(b) Production/Machine Assistant - Grade 2

Shall mean an employee 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 general and specific duties as well as operate ancillary equipment.

Specific Duties - Grade 2

Hand packing and/or stacking of raw material or finished product with visual inspection

Weighing and mixing of raw materials

Cleaning of plant and machinery

General labouring

Despatch and receiving

Assembling and/or repetitive fabricating

General Duties

Assist an employee in Grade 3

Undertakes feeding or taking-off work on automatic or semi automatic equipment

Understands and undertakes basic quality control procedures

Maintains simple records

Carries out simple manual processes that require limited judgment

Experience

An employee who is initially employed as a Production Trainee - Grade 1 shall automatically progress from Grade 1 to Grade 2 after not more than three (3) months service with the employer.

Training

Shall have completed all aspects of Grade 1 training, including:

Health and Safety related to specific tasks to be performed, timekeeping records, and quality awareness related to particular processes

Quality control procedures including the ability to recognise faults and deviations

Proficiency and efficiency

Elementary tasks, skills and procedures

(c) Machine Attendant - Grade 3

Shall mean an employee classified and appointed 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/Machine Assistant - Grade 2 may be required to regularly carry out any general duties together with the specific duties listed hereunder:

Specific Duties - Grade 3

Fabrication requiring the reading and implementation of detailed drawings

Machine Operator (including start ups and shut downs for primary manufacturing machines)

Makes simple machine adjustments

Exercises simple quality control

Assistant machine operator/setter

Experience

Not less than six months experience in Grade 2, unless otherwise agreed.

Training

Shall have completed all aspects of Grade 2 training, including:

Health and safety related to specific tasks to be performed; timekeeping records, and quality awareness related to particular processes

Quality control procedures

Proficiency and efficiency

(d) Machine Operator/Setter - Grade 4

Shall mean an employee classified and appointed 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 Machine Attendant - Grade 3 may be required to regularly carry out the specific duties listed hereunder:

Specific Duties - Grade 4

Complex machine operation and setting with responsibility for output

Responsibility for minor maintenance

Quality control

May be required to keep simple records

Capable of supervising small groups of employees and a number of different types of machines

Experience

Not less than nine months experience as Grade 3, unless otherwise agreed.

Training

Shall have completed all aspects of Grade 3 training including supervision and communication training.

(e) Leading Hand Setter - Grade 5

Shall mean an employee classified and appointed 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 Machine Operator/Setter - Grade 4 may be required to regularly carry out the specific duties listed hereunder:

Specific Duties - Grade 5

Must be capable of operating and setting up complex machines to a required level of quality and safety

Must be capable of supervising a team of employees operating a group of related machines

Must be able to perform the majority of tasks in Grade 3 and 4

Must be capable of setting up and controlling machines operated by Grade 2, 3 and 4 employees

Must be able to carry out routine maintenance and report on machinery

Must be able to assist in the training of operators in Grade 1, 2, 3 and 4

Understands and undertakes quality control procedure and be able to exercise an advanced level of judgment

Maintains all records associated with the particular process and supervision of employees

Follows complex instructions and procedures

Experience

Not less that 12 months experience as Grade 4, unless otherwise agreed by the employer.

Training

Shall have completed all aspects of Grade 4, including supervision and communication training.

(f) Production Systems Controller Tradesperson - Grade 6

Production Systems Controller shall mean an employee classified and appointed 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 Leading Hand/Setter - Grade 5 may be required to regularly carry out the duties listed hereunder:

General Duties

Understands and applies quality control techniques

Exercises good interpersonal communication skills

Exercises discretion within the scope of this grade

Exercise keyboard skills at a high level

Perform work under general supervision either individually or in a team environment

Is able to inspect products and/or materials for conformity with established operational standards

Specific Duties

Approves and passes first off samples and maintains quality of product

Works from production drawings, prints or plans

Operates, sets up and adjusts all production machinery in a plant including production process welding to the extent of training

Can perform a range of engineering maintenance functions

Manufacturing operations at a level higher than Grade 5

Operate all lifting equipment

Maintains records

Production scheduling and materials handling within the scope of the production process or directly related functions within raw materials/finished goods locations in conjunction with technicians

Understands and applies computer techniques as they relate to production process operations

High level stores and inventory responsibility

Assists in the provision of on the job training in conjunction with tradespersons and trainers

Has a sound knowledge of the employers operations as it relates to the production process.

(2) Rates of Pay

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

Classification	BASE RATE$	SUPPLE-MENTARY$	AWARD WAGE$
(i) Production Trainee - Grade 1	284.90	284.80	569.70
(ii) Production Machine Assistant - Grade 2	292.20	285.80	578.00
(iii) Machine Attendant - Grade 3	299.50	286.90	586.40
(iv) Machine Operator/ Setter - Grade 4	319.20	289.70	608.90
(v) Leading Hand/Setter - Grade 5	337.40	292.40	629.80
(vi) Production Systems Controller Tradesperson - Grade 6	365.20	298.30	663.50

(b) The supplementary payment set out in this clause include:

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

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

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

(3) Junior Employees

Junior employees shall be paid the following prescribed percentage of the weekly minimum rate for the class of work as defined in subclause (1) hereof in which they are employed.

	%
Under 16 years of age	50
16 to 17 years of age	60
17 to 18 years of age	70
18 to 19 years of age	80
19 to 20 years of age	90
At 20 years of age	Adult Rates

(4) Apprentices

(Percent of the "Production Systems Controller Tradesperson - Grade 6" minimum 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

(5) Leading Hands

In addition to the rates prescribed in subclause (2) of this clause a leading hand shall be paid:

		Per Week $
(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 and not more than 20 other employees	39.60
(c)	If placed in charge of more than 20 other employees	50.70

(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 a tool allowance of:

(i) $9.70 per week to such tradesperson, or

(ii) in the case of an apprentice a percentage of $9.70 being that percentage which appears against their 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 their work as a tradesperson or apprentice.

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

(7) 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 00990

Plywood and Veneer Workers Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - RATES OF PAY

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

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

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

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

1. Rates of Pay Per Week:-

	Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment $	Total Rate$
Group A				
First Year	390.37	15.50	244.30	650.17
Thereafter	395.04	15.50	244.30	654.84
Group B				
First Year	378.46	15.50	244.30	638.26
Thereafter	384.07	15.50	244.30	643.87
Group C				
First Year	363.75	15.50	244.30	623.55
Thereafter	368.42	15.50	244.30	628.22
Group D				
First Year	355.34	15.50	244.30	615.14
Thereafter	361.42	15.50	244.30	621.22
Group E				
First Year	348.63	15.50	244.30	608.43
Thereafter	352.19	15.50	244.30	611.99

	Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment $	Total Rate$
Group F				
First Year	342.97	15.50	244.30	602.77
Thereafter	348.57	15.50	244.30	608.37
Group G				
First Year	338.76	15.50	244.30	598.56
Thereafter	344.02	15.50	244.30	603.82
Group H				
First Year	332.69	15.50	244.30	592.49
Thereafter	338.53	15.50	244.30	598.33
Group I				
First Year	325.22	15.50	244.30	585.02
Thereafter	330.59	15.50	244.30	590.39
Group J				
First Year	315.41	15.50	244.30	575.21
Thereafter	321.95	15.50	244.30	581.75

2.	**Classification**	**Group**
(1)	Man in charge of log yard and/or powercross cut saw	G
(2)	Veneer Lathe Machinist over 3ft 6ins	C
(3)	Veneer Lathe Machinist 3ft 6ins or under	D
(4)	Veneer Lathe Operator 3ft 6ins	E
(5)	Veneer Lathe Operator 3ft 6ins or under	F
(6)	Operator of veneer slicing machine	E
(7)	Operator of power operated Guillotine who trues final fancy veneer edges	E
(8)	Guillotine assistant	H
(9)	Plywood Scarfing Machinist, who scarfs set up, presses and cleans off	E
(10)	Feeders and Assistants on Driers	H
(11)	Core or Centre Layer	E
(12)	Plywood Press and overlay press operator	E
(13)	Plywood Press and overlay press assistant	H
(14)	Panel Sawyer	E
(15)	Core Sawyer	F
(16)	Glue or Casein Mixer	H
(17)	Operator of 4 edge automatic plywood trimming machine using parallel saws	E
(18)	Drum sander machinist	F
(19)	Minami automatic continuous feed cross belt sander operator	E
(20)	Belt sander machinist	H
(21)	Grader of finished panel products	H
(22)	Crater for assembling and despatch	H
(23)	Taping and Tapeless Veneer jointing machinist	H
(24)	Centre feeder and/or Core Feeder	H
(25)	Assistant to Lathe or Slicer Operator	H
(26)	Guillotine Operator not elsewhere included	H
(27)	Operator Groover and Slotter	E
(28)	Workers employed in any calling not described in this clause	J

		Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment $	Total Rate $
(29)	Tractor using power operated attachments				
(a)	35 b.h.p. and under	346.70	15.50	244.30	606.50
(b)	over 35 b.h.p. and under 70 b.h.p	354.29	15.50	244.30	614.09
(c)	over 70 b h p. and under 130 b.h.p	359.78	15.50	244.30	619.58
(d)	over 130 b.h.p. and under 230 b.h.p.	362.58	15.50	244.30	622.38
(e)	over 230 b.h.p	363.99	15.50	244.30	623.79
(30)	Fork Lift Operator				
(a)	Up to 10000 lbs lifting capacity	371.93	15.50	244.30	631.73
(b)	Over 10000 lbs and up to 20000 lb capacity	376.13	15.50	244.30	635.93
(c)	Over 20000 lbs capacity	376.83	15.50	244.30	636.63
(31)	Power Grader Operator -				
(a)	Under 50 net engine horse-power	360.48	15.50	244.30	620.28
(b)	Between 50 and 100 net engine horse- power	364.34	15.50	244.30	624.14
(c)	Over 100 net engine horse-power	370.17	15.50	244.30	629.97
(32)	Straddle Carrier Driver -				
(a)	Who operates within the confines of the employer's property	375.54	15.50	244.30	635.34
(b)	Other	379.75	15.50	244.30	639.55
(33)	Driver of Motor Vehicles -				
(a)	Not exceeding 25 cwt capacity	363.17	15.50	244.30	622.97
(b)	Exceeding 25 cwt but under 3 tons	367.60	15.50	244.30	627.40
(c)	Exceeding 3 tons but under 6 tons	371.93	15.50	244.30	631.73
(d)	Exceeding 6 tons but under 7 tons	372.74	15.50	244.30	632.54
(e)	Exceeding 7 tons but under 8 tons	375.08	15.50	244.30	634.88
(f)	Exceeding 8 tons but under 9 tons	375.43	15.50	244.30	635.23
(g)	Exceeding 9 tons but under 10 tons	376.19	15.50	244.30	635.99
(h)	Exceeding 10 tons but under 11 tons	376.83	15.50	244.30	636.63
(i)	Exceeding 11 tons but under 12 tons	378.11	15.50	244.30	637.91
(j)	Exceeding 12 tons but under 13 tons	379.16	15.50	244.30	638.96
(k)	Exceeding 13 tons but under 14 tons	380.22	15.50	244.30	640.02
(l)	Exceeding 14 tons but under 15 tons	381.27	15.50	244.30	641.07
(m)	Exceeding 15 tons but under 16 tons	382.08	15.50	244.30	641.88
(n)	Exceeding 16 tons but under 17 tons	382.43	15.50	244.30	642.23

		Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment $	Total Rate $
(33)	Driver of Motor Vehicles -*—continued*				
(o)	Exceeding 17 tons but under 18 tons	383.25	15.50	244.30	643.05
(p)	Exceeding 18 tons but under 19 tons	384.19	15.50	244.30	643.99
(q)	Exceeding 19 tons but under 20 tons	385.24	15.50	244.30	645.04
(r)	Exceeding 20 tons but under 21 tons	386.40	15.50	244.30	646.20
(s)	Exceeding 21 tons but under 22 tons	387.34	15.50	244.30	647.14
(t)	Exceeding 22 tons but under 23 tons	387.81	15.50	244.30	647.61
(u)	Exceeding 23 tons and over	388.27	15.50	244.30	648.07

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

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

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

		Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment$	Total Rate$
(34)	Driver of Articulated Vehicles				
	Not exceeding 9 ton capacity	380.80	15.50	244.30	640.60
	9 tons and over but under 10 tons	381.97	15.50	244.30	641.77
	10 tons and over but under 11 tons	382.32	15.50	244.30	642.12
	11 tons and over but under 12 tons	383.02	15.50	244.30	642.82
	12 tons and over but under 13 tons	383.37	15.50	244.30	643.17
	13 tons and over but under 14 tons	384.42	15.50	244.30	644.22
	14 tons and over but under 15 tons	386.05	15.50	244.30	645.85
	15 tons and over but under 16 tons	386.52	15.50	244.30	646.32
	16 tons and over but under 17 tons	387.45	15.50	244.30	647.25
	17 tons and over but under 18 tons	388.16	15.50	244.30	647.96
	18 tons and over but under 19 tons	389.56	15.50	244.30	649.36
	19 tons and over but under 20 tons	390.49	15.50	244.30	650.29
	20 tons and over but under 21 tons	390.96	15.50	244.30	650.76
	21 tons and over but under 22 tons	391.78	15.50	244.30	651.58
	22 tons and over but under 23 tons	392.94	15.50	244.30	652.74
	23 tons and over but under 24 tons	393.99	15.50	244.30	653.79
	24 tons and over but under 25 tons	394.69	15.50	244.30	654.49
	25 tons and over but under 26 tons	395.16	15.50	244.30	654.96
	26 tons and over but under 27 tons	395.98	15.50	244.30	655.78
	27 tons and over but under 28 tons	397.26	15.50	244.30	657.06
	28 tons and over but under 29 tons	397.96	15.50	244.30	657.76
	29 tons and over but under 30 tons	398.78	15.50	244.30	658.58
	30 tons and over but under 31 tons	399.60	15.50	246.30	661.40
	31 tons and over but under 32 tons	400.77	15.50	246.30	662.57
	32 tons and over but under 33 tons	401.88	15.50	246.30	663.68
	33 tons and over but under 34 tons	402.28	15.50	246.30	664.08
	34 tons and over but under 35 tons	403.10	15.50	246.30	664.90
	35 tons and over but under 36 tons	404.27	15.50	246.30	666.07
	36 tons and over but under 37 tons	405.55	15.50	246.30	667.35

		Base Rate$	Supplementary Payments $	Arbitrated Safety Net Adjustment$	Total Rate$
(34)	Driver of Articulated Vehicles—*continued*				
	37 tons and over but under 38 tons	406.37	15.50	246.30	668.17
	38 tons and over but under 39 tons	407.07	15.50	246.30	668.87
	39 tons and over but under 40 tons	407.77	15.50	246.30	669.57
	40 tons and over but under 41 tons	409.52	15.50	246.30	671.32
	41 tons and over but under 42 tons	410.22	15.50	246.30	672.02
	42 tons and over but under 43 tons	411.27	15.50	246.30	673.07
	43 tons and over but under 44 tons	412.56	15.50	246.30	674.36
	44 tons and over but under 45 tons	413.38	15.50	246.30	675.18
	45 tons and over but under 46 tons	414.19	15.50	246.30	675.99
	46 tons and over but under 47 tons	415.83	15.50	246.30	677.63
	47 tons and over but under 48 tons	416.41	15.50	246.30	678.21
	48 tons and over but under 49 tons	417.35	15.50	246.30	679.15
	49 tons and over but under 50 tons	418.16	15.50	246.30	679.96
	50 tons and over but under 51 tons	419.33	15.50	246.30	681.13
	51 tons and over but under 52 tons	420.27	15.50	246.30	682.07
	52 tons and over but under 53 tons	421.32	15.50	246.30	683.12
	53 tons and over but under 54 tons	422.25	15.50	246.30	684.05
	54 tons and over but under 55 tons	423.30	15.50	246.30	685.10
	55 tons and over	424.24	15.50	246.30	686.04
(35)	Driver of Double Articulated Vehicle or Road Train:-				
	Not exceeding 31 ton capacity	405.20	15.50	246.30	667.00
	31 tons and over but under 32 tons	405.67	15.50	246.30	667.47
	32 tons and over but under 33 tons	406.49	15.50	246.30	668.29
	33 tons and over but under 34 tons	407.19	15.50	246.30	668.99
	34 tons and over but under 35 tons	408.12	15.50	246.30	669.92
	35 tons and over but under 36 tons	409.29	15.50	246.30	671.09
	36 tons and over but under 37 tons	409.76	15.50	246.30	671.56
	37 tons and over but under 38 tons	410.46	15.50	246.30	672.26
	38 tons and over but under 39 tons	410.92	15.50	246.30	672.72
	39 tons and over but under 40 tons	412.56	15.50	246.30	674.36
	40 tons and over but under 41 tons	413.61	15.50	246.30	675.41
	41 tons and over but under 42 tons	414.19	15.50	246.30	675.99
	42 tons and over but under 43 tons	415.24	15.50	246.30	677.04
	43 tons and over but under 44 tons	416.18	15.50	246.30	677.98
	44 tons and over but under 45 tons	416.76	15.50	246.30	678.56
	45 tons and over but under 46 tons	417.70	15.50	246.30	679.50
	46 tons and over but under 47 tons	418.63	15.50	246.30	680.43
	47 tons and over but under 48 tons	419.33	15.50	246.30	681.13
	48 tons and over but under 49 tons	420.15	15.50	246.30	681.95
	49 tons and over but under 50 tons	421.32	15.50	246.30	683.12
	50 tons and over but under 51 tons	422.13	15.50	246.30	683.93
	51 tons and over but under 52 tons	422.72	15.50	246.30	684.52
	52 tons and over but under 53 tons	423.65	15.50	246.30	685.45
	53 tons and over but under 54 tons	424.59	15.50	246.30	686.39
	54 tons and over but under 55 tons	425.52	15.50	246.30	687.32
	55 tons and over	426.34	15.50	246.30	688.14
(36)	Tow Motor Operator	358.38	15.50	244.30	618.18
Group					
(37)	Driver of Logging Tractor B				
(38)	Crane or Fork Lift Assistant I				

3. **Junior Workers**

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

	%	Base Rate$	Supplementary Payment $	Arbitrated Safety Net Adjustment $	Total Rate $
Between 16 and 17 years of age	50	160.98	7.75	122.15	290.88
Between 17 and 18 years of age	60	193.17	9.30	146.58	349.05
Between 18 and 19 years of age	70	225.37	10.85	171.01	407.23

4. **Leading Hands**:-

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

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

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

5. **Supplementary Payments**:-

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

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

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

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

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

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

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

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

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

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

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

2009 WAIRC 00991

Plywood and Veneer Workers' Award, 1952

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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) The minimum rates of wages payable to employees covered by this Award shall be:

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

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

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

	Rate of Wage $	Supplementary Payment $	ASNA $	Award Rate $
Grade 1				569.70
Trainee Operator				
Factory/Yard Hand				
In/Out Feeder Assistant				
Hogger				
Cover Layer				
Packaging				
Grade 2				569.70
Hilderbrand Dryer Infeed				
Schieldie Out/In Feed Control				
Asst. to Lathe/ Slicer Op				
Panel Grader Asst Desp				

	Rate of Wage $	Supplementary Payment $	ASNA $	Award Rate $
Grade 2—*continued*				569.70
Sander Asst.				
Taping				
Glue Mixer				
Core Sawyer				
Press Assist.				
Edging - Pre Gluer				
Log Charger				
Kuper Operator				
Veneer Assemb.				
Grade 3				569.70
Guillotine				
Groover				
Core Feeder				
Splicer Operator				
Clipper Operator				
Chain/Log Operator				
Dryer Grader				
Sander Operator				
Grade 4				569.70
Core/Centre Layer				
Panel Sawyer				
Slicer Operator				
Press Operator				
Grade 5	362.70	15.90	206.30	584.90
Slicer Machinist				
Lathe Machinist				

(2) Junior Employees: (percentage of Grade I rate of wage $569.70 and supplementary payments prescribed)

	%	Rate of Wage $	Supplementary Payment $	ASNA $	Award Rate $
Between 15 and 16 years of age	40				227.90
Between 16 and 17 years of age	50				284.90
Between 17 and 18 years of age	60				341.90
Between 18 and 19 years of age	70				398.80
Between 19 and 20 years of age	80				455.80
Between 20 and 21 years of age	95				541.20

(3) Leading Hands:

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

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

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

(4) Supplementary Payment:

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

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

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

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

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

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

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

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

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

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

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

2009 WAIRC 00992

The Police Award 1965

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

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

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

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

	Existing Salary$	Arbitrated Safety Net Adjustment$	Total Annual Salary$
(a) **Commissioned Officer Ranks**			
Commander	73307	12014	85321
Chief Superintendent	71551	12014	83565
Superintendent	64688	12014	76702
Inspector - Base Rate	57047	12014	69061
(b) **Sergeant Ranks**			
Senior Sergeant (Country Resident OIC) Base Rate	48192	12014	60206
Senior Sergeant	46192	12014	58206
Sergeant (Country Resident OIC) Base Rate	42500	12014	54514
Sergeant	40500	12014	52514
(c) **Other Ranks**			
Senior Constable (Country Resident OIC) Base Rate	38500	12014	50514
Senior Constable	36500	12014	48514
First Class Constable	34000	12014	46014
Constable			
5th year of service & thereafter	31900	12119	44019
4th year of service	31000	12119	43119
3rd year of service	30100	12119	42219
2nd year of service	29000	12119	41119
1st year of service	29000	12119	41119
Recruit in Training	25000	12015	37015

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

(i) For employees at the substantive rank of Sergeant past service as a substantive Sergeant up to a maximum of six (6) years was recognised and in addition to the rate for Sergeant - Base Rate the following additional amounts paid in recognition of that service.

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

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

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

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

(e) With effect from 31 July 1992:

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

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

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

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

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

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

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

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

(h) 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 (2) of this clause.

(2) (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).

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

(4) A constable shall not proceed to the 3rd year of service salary increment until satisfactory completion of the two (2) year probationary period. The application of this provision shall not apply to any employee engaged prior to 6 July 1990.

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

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

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

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

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

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

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

2009 WAIRC 00993

Porcelain Workers Award, 1970

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - WAGES

(1) (a) The total rate of pay per week for adult employees including supplementary payments shall be as follows:

	Base Rate	Supplementary Payment	Total Rate
Grade 1	364.20	244.30	608.50
Packer			
Grade 2	357.30	244.30	601.60
Fork Lift Operator			
Grade 3	331.30	259.10	590.40
Mould Makers (Blocking and Casing)			
Printer (Hand)			
Grade 4	332.30	251.30	583.60
Mould Makers			
Kiln Personnel			
Grade 5	326.40	253.70	580.10
Machine Operators (Auto and Semi)			
Kiln Personnel (Others)			
Slipmaker			
Slipmaker Personnel			
Silk Screen Maker			
Caster			
Grade 6	321.60	248.60	570.20
Production Attendants			

(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

(a) (Percentage of total Grade 6 rate per week.)

Under 16 years of age	60
Between 16 and 17 years of age	65
Between 17 and 18 years of age	70
Between 18 and 19 years of age	90
19 years and over	100

(b) Junior employees performing production tasks to the same skill and proficiency level as adult employees shall be paid in accordance with subclause (1) of this clause.

(3) LEADING HANDS:

In charge of:

(a)	Not less than three and not more than ten other employees	$14.90
(b)	More than ten but not more than twenty other employees	$22.65
(c)	More than twenty other employees	$29.70

2009 WAIRC 00994

Port Hedland Port Authority Port Control Officers Award 1982

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - SALARIES AND SALARY RANGES

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

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

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

RANGE 1	ASNA	$
1st year	10866	38091
2nd year	10970	40543
3rd year	10970	41665
4th year	10970	44368
5th year	10865	45533
RANGE 2		
1st year	10970	44368
2nd year	10865	45533
3rd year	10865	49524
4th year	10865	49524
5th year	10865	50858

RANGE 3		
1st year	10865	45533
2nd year	10865	49524
3rd year	10865	49524
4th year	10865	50858
RANGE 4		
1st year	10865	49524
2nd year	10865	50858

2009 WAIRC 00995

Poultry Breeding Farm & Hatchery Workers' Award 1976

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 weekly rates of wage payable to employees employed under this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder:

		Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Rate $
(1)	Poultry Breeding Farms			
	(a) General Hand - Maintenance			569.70
	(b) General Hand - Other			569.70
(2)	Hatcheries General Hand			569.70

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

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

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

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

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

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

2009 WAIRC 00996

Printing (Community Newspaper Group) Award, No. A 21 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.

9. - RATES OF PAY

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

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

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

(1) CLASSIFICATION

	BaseRate	Arbitrated Safety Net Adjustment	Total Rate Per Week
	$	$	$
Compositor	488.60	244.30	732.90
Photolithographer	488.60	244.30	732.90
Proof Reader	488.60	244.30	732.90
Keyboard Operator	483.50	244.30	727.80
Artist Designer	488.60	244.30	732.90
General Hand	368.60	244.30	612.90

(2) Adult Apprentices:

The rates of wages for an adult apprentice shall be the following percentage of a Compositor's weekly wage:

First year	82 per cent
Second year	87 per cent
Third year	92 per cent
Fourth year	100 per cent

(3) Apprentices:

The rate of wages for an apprentice shall be the following percentage of a Compositor's weekly wage:

First year	45 per cent
Second year	60 per cent
Third year	75 per cent
Fourth year	85 per cent

(4) Junior employees (other than Apprentices, Keyboard Operators and Artist/Designers).

The rates of wages for a junior employee shall be the following percentage of a General Hand's weekly wage:

At 17 years of age	50 per cent
At 18 years of age	60 per cent
At 19 years of age	70 per cent
At 20 years of age	80 per cent

2009 WAIRC 00997

Printing Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - RATE OF WAGES

PART 1 RATE OF WAGES;

An adult employees' minimum award rate of wage is set out in Table A hereof, operative on and from the commencement of the first pay period on or after 1 October 2009.

TABLE A

GROUP LEVEL	BASE RATE	SAFETY NET ADJUSTMENT	AWARD RATE
	$	**$**	**$**
1			569.70
2	342.10	230.30	572.40
3	364.60	230.30	594.90
4	385.50	230.30	615.80
5	417.20	230.30	647.50

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

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

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

Junior and apprentices

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

TABLE B

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

Junior keyboard operator/assembler

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

Apprentice

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

TABLE C

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

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

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

TABLE D

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

Adult apprentice

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

TABLE E

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

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

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

Traineeship

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

Calculation of rates in table "B"

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

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

PART 2 - CLASSIFICATION STRUCTURE

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

	COLUMN 2 DESCRIPTION OF EMPLOYMENT	COLUMN 3 GROUP LEVEL	COLUMN 4 MINIMUM WEEKLY WAGE $
a)	Compositor	5	647.50
b)	Keyboard Operator	4	615.80
c)	Proof Reader	4	615.80
d)	Proof Readers' Assistant	2	572.40
e)	Printing Machinist	5	647.50
f)	Artist/Designer	4	615.80
g)	Graphic Reproducer	5	647.50
	(i) Image Preparer		
	(ii) Plate Preparer		
	(iii) Cylinder Preparer		
h)	Small Offset Machinist	4	615.80
i)	Non Impact Printing Machinist (including Electronic and Laser Printing Machine Operator)	4	615.80
j)	Binder/Finisher	5	647.50
k)	Employee employed directly in connection with stationery, system work, addressograph work, paper products	2	572.40
l)	Feeder on any machine	2	572.40
m)	Storeperson	3	594.90
n)	Screen Printing:		
	(i) Stencil Preparer	5	647.50
	(ii) Power Driven Screen PrintingMachine Operator	3	594.90
	(iii) Screen attendant	2	572.40
o)	An employee not otherwise specified	1	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.

PART 3 - STRUCTURAL EFFICIENCY

(1) Broadbanding

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

(2) Commitment

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

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

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

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

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

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

(3) Award modernisation

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

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

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

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

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

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

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

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

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

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

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

PART 4 - INDEXATION OF OVERAWARD PAYMENTS

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

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

36B. - TRAINEESHIPS

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

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

Small Offset Printing Traineeship.

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

(2) Wages

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

	HIGHEST YEAR OF SCHOOLING COMPLETED		
School Leaver	Year 10 and below	Year 11	Year 12
	$	$	$
	173.00 (50%)	212.00 (33%)	282.00
	202.00 (33%)	242.00 (25%)	
plus 1 year out of school	242.00	282.00	322.00
plus 2 years	282.00	322.00	379.00
plus 3 years	322.00	379.00	432.00
plus 4 years	379.00	432.00	
plus 5 years	432.00		

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

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

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

(3) Supersession

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

2009 WAIRC 00998

Printing (Government) 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.

10. - RATES OF WAGES

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

(2) CLASSIFICATIONS:

	Base Rate$	Supple-mentary Payment$	Additional Payment$	Arbitrated Safety Net Adjustments$	Total Wage$	Relativity to Level 4%
Printing WORKER						
Level 1	299.50	42.60	48.20	222.30	612.60	82
Level 2	319.20	45.40	52.30	222.30	639.20	87.4
Level 3A	337.40	48.00	55.00	224.30	664.70	92.4
Level 3B	354.20	50.40	58.20	224.30	687.10	97
PRINTING TRADESPERSON						
Level 4	365.20	52.00	59.60	224.30	701.10	100
Level 5	383.50	54.50	62.70	222.30	723.00	105
Level 6	401.70	57.20	65.30	222.30	746.50	110
Level 7	420.00	59.80	68.90	224.30	773.00	115
PRINTING OFFICER						
Level 8	438.30	62.30	71.60	224.30	796.50	120
Level 9	456.50	65.00	74.20	224.30	820.00	125
Level 10	474.80	67.50	76.90	224.30	843.50	130
Level 11	493.00	70.10	80.60	224.30	868.00	135

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

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

Increases in rates of pay otherwise 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) CLASSIFICATION STRUCTURE:

Level	Inclusive of:
1.	General Hand or Pallet Truck Operator Tablehand (bench work)
2.	Tablehand single function machines-drills, staples etc. Printing Machine Assistant Folding Machine Assistant Storeworker/Packer Courier Driver
3a.	Tablehand multi function machines-forms collect-collator stapler-auto sewing machine Van Driver Storeworker Materials handling equipment, VDU Stationery Storeworker Artroom Storeworker
3b.	Small Offset Printer-single unit machine Readers Assistant
4.	Printing Machinist-1 unit Small Offset Printer multi unit and high speed copiers Book Binder and Finisher non electronically programmable machines Senior Tablehand-Confidential Senior Tablehand-Binding Senior Storeperson Senior Packer
Level	Inclusive of:
5.	Desktop Publishing Operator Compositor Graphic Reproducer Proofreader Camera Operator Negative Arranger Platemaker Printing Machinist-2 units Small Offset Printer-Electronic Publishing and high speed copier-binders Hand Binder: Full Bind-Restoration Machine Binder-Collator Stitcher Guillotine Operator-electronically programmable
6.	Typesetter-Wave 4, Intermedia Electronic Publishing-XPS Opticopy Operator Printing Machinist-4 Unit Senior Compositor Senior Reader Senior Graphic Reproducer Senior Printer Senior Rapid Copy Binder Senior Rapid Copy Printer Senior Hand Binder Senior Guillotine Operator
7.	Head Reader Computer System Operator Printing Machinist-6 Units Assistant Supervisor Pre-Press Assistant Supervisor Printing Assistant Supervisor Rapid Copy Assistant Supervisor Binding Assistant Supervisor Stores Binding Line Operator

Level	Inclusive of:—*continued*
8.	Graphic Artist
9.	N.A.
10.	N.A.
11.	Senior Graphic Artist

(4) JUNIOR WORKERS:

Where work is performed by a junior the minimum rates of wages shall be the following percentages of the total wage prescribed in subclause (2) hereof for adults performing the same work:

Under 16 years of age	25%
16 to 17 years of age	35%
17 to 18 years of age	45%
18 to 19 years of age	55%
19 to 20 years of age	65%
20 to 21 years of age	75%

thereafter the appropriate adult total wage shall apply.

(5) APPRENTICES:

The minimum rates of wages payable to apprentices shall be the following percentage of a Level 4 Printing Tradesperson's total wage:

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

(6) ADULT APPRENTICES:

The minimum rates of wages payable to adult apprentices shall be the following percentages of a Level 4 Printing Tradesperson's total wage:

First Year	82%
Second Year	87%
Third Year	92%
Fourth Year	100%

(7) DIRT MONEY:

A worker engaged on work of an unusually dirty or offensive nature shall be paid 30 cents per hour or part thereof in addition to the rates otherwise prescribed in this award, with a minimum of four hours work or four hours pay in lieu thereof.

(8) TRAINING ALLOWANCE:

(a) An allowance at the rate of $7.90 per day will be paid to designated training officers during periods when they are actually engaged in training duties organised by the Training Action Group.

(b) Payment of this allowance for part of a day shall be made in accordance with the provisions of Clause 11. - Mixed Functions of this award.

(c) The Training Action Group will have sole responsibility for designating the employees who qualify to act as training officers and for specifying the periods during which training modules will be implemented.

(9) In calculating the rates of wages prescribed in subclause (2) hereof the resulting amount shall be taken to the nearest ten cents, any part less than five cents is to be disregarded.

2009 WAIRC 00999

The Printing (Newspaper) 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.

39. - WAGES

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

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

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

(a) **SUNDAY TIMES**

Classification	Base Rate **$**	Arbitrated Safety Net Adjustments **$**	Total Wage **$**
Adult			
Compositor Displayer	525.80	244.30	770.10
Machine Compositor - Photo Composing	506.60	244.30	750.90
Machine Compositor – Elsewhere	492.70	244.30	737.00
Graphic Reproducer - Multi skilled	500.70	244.30	745.00
Graphic Reproducer – Basic	492.70	244.30	737.00
Hand Compositor	467.00	244.30	711.30
Composing Machine Mechanic – Basic	467.00	244.30	711.30
Composing Machine Mechanic - Skilled	492.70	244.30	737.00
Hand Compositor - Photo Composing	492.70	244.30	737.00
Guillotine Operator	467.00	244.30	711.30
Stereotyper	467.00	244.30	711.30
Reader	467.00	244.30	711.30
Assistant Reader	392.40	244.30	636.70
Printing Machinist	492.70	244.30	737.00
Brake Hand	422.10	246.30	668.40
Publishing Hand A	420.30	246.30	666.60
Publishing Hand B	382.30	244.30	626.60
Newsprint Storeman	398.30	244.30	642.60
General Hand	391.30	244.30	635.60

(b) **WEST AUSTRALIAN NEWSPAPERS**

Classification	Base Rate **$**	Arbitrated Safety Net Adjustments **$**	Total Wage **$**
Adult			
Compositor Grade 1	523.80	244.30	768.10
Compositor Grade 2 (includes System Mechanics)	492.70	244.30	737.00
Graphic Reproducer - Grade 1	500.90	244.30	745.20
Graphic Reproducer - Grade 2	492.70	244.30	737.00
Hand Compositor	467.00	244.30	711.30
Reader	467.00	244.30	711.30
Printing Machinist	467.00	244.30	711.30
Assistant Machinist	400.20	244.30	644.50
Publishing Hand - Grade 1	398.30	244.30	642.60
Publishing Hand - Grade 2	382.30	244.30	626.60
General Hand	371.30	244.30	615.60

(2) Apprentices (per cent of compositors weekly wage)

(a) Five Year Term %

	%
On commencement	35
First increment	45
Second increment	60
Third increment	75
Fourth increment	85

(b) Four Year Term %

	%
On commencement	45
First increment	60
Second increment	75
Third increment	85

Subject to the provisions of Clause 28. - Apprentices of this award and to any order made by the Commission the foregoing increments shall accrue annually.

(3) Cadet Assistant Readers (per cent of Assistant Reader's weekly rate)

	%
First year of cadetship	50
Second year of cadetship	65
Third year of cadetship	80
Fourth year of cadetship	95

Provided that a cadet who, at the date of this award, is receiving more than the amount payable under this subclause shall not have their wage rate reduced.

(4) Night and intermediate shift loading

Adult - 17.5% of the hand compositors day work wage rate.

Apprentices and Cadet Assistant Readers in their final year 17.5% of the hand compositors day work wage rate.

Other apprentices and cadets five sixths of the night and intermediate shift loading of the adult rate.

(5) The proportion of general hands to other employees in sections other than the machine rooms and stereotyping room shall not exceed one to four or fraction of four and in the machine rooms and stereotyping room shall not exceed two to three.

2009 WAIRC 01000

Private Hospital Employees' Award, 1972

34. - WAGES

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

	BaseRate$	Arbitrated Safety Net Adjustments$	Minimum Weekly Rate$
HOSPITAL WORKER LEVEL 1: Comprehends the following classes of work: Car Park Attendant Cleaner Dining Attendant Domestic Gardener (other) Ironer and Presser Kitchen Assistant Laundry Assistant Orderly (other) Pantry Assistant Hotel Services Assistant Yard Assistant Ward Assistant Maintenance Employee			
1st year of employment	369.80	244.30	614.10
2nd year of employment	374.30	244.30	618.60
3rd year of employment and thereafter	378.30	244.30	622.60
HOSPITAL WORKER LEVEL 2: Comprehends the following classes of work: Machinist House Parent Gardener (only one employed) Orderly (handling patients) First Laundry Worker (where more than 1 employed) Washing Machine Attendant			
1st year of employment	375.00	244.30	619.30
2nd year of employment	379.80	244.30	624.10
3rd year of employment and thereafter	384.10	244.30	628.40

	BaseRate$	Arbitrated Safety Net Adjustments$	Minimum Weekly Rate$
HOSPITAL WORKER LEVEL 3:			
Comprehends the following classes of work:			
Shaving Orderly Theatre Assistant Security Attendant Theatre Orderly Call Room Orderly Menu Assistant Gardener (Herbicide and Propagator) Machinist (who cuts and fits) Boiler Firing Orderly CSSD Assistant (1st year of employment) TSSU Assistant (1st year of employment) Maintenance Employee			
1st year of employment	383.80	244.30	628.10
2nd year of employment	388.20	244.30	632.50
3rd year of employment and thereafter	392.30	244.30	636.60
HOSPITAL WORKER LEVEL 4:			
Comprehends the following classes of work:			
TSSU Assistant (2nd, 3rd year of employment and thereafter rate) CSSD Assistant (2nd, 3rd year of employment and thereafter rate) Cook (other)			
1st year of employment	389.00	244.30	633.30
2nd year of employment	393.60	244.30	637.90
3rd year of employment and thereafter	397.30	244.30	641.60
HOSPITAL WORKER LEVEL 5:			
Comprehends the following classes of work:			
Cook (only) one employed Storeperson Driver (under 3 tonnes)			
1st year of employment	404.00	244.30	648.30
2nd year of employment	407.60	244.30	651.90
3rd year of employment and thereafter	411.30	244.30	655.60
HOSPITAL WORKER LEVEL 6:			
Comprehends the following classes of work:			
Driver (over 3 tonnes) Bus Driver (less than 25 passengers) Canteen Supervisor			
1st year of employment	407.80	244.30	652.10
2nd year of employment	411.30	244.30	655.60
3rd year of employment and thereafter	414.80	244.30	659.10
HOSPITAL WORKER LEVEL 7:			
Comprehends the following classes of work:			
Bus Driver (over 25 passengers) Second Cooks			
1st year of employment	417.30	246.30	663.60
2nd year of employment	422.20	246.30	668.50
3rd year of employment and thereafter	426.40	246.30	672.70

	BaseRate$	Arbitrated Safety Net Adjustments$	Minimum Weekly Rate$
HOSPITAL WORKER LEVEL 8:			
Comprehends the following classes of work:			
Senior Food Service Attendant (Hospitals less than 100 beds) Deputy Head Orderly Machinist Tradesperson Horticulturist First Cook (where more than one employed)			
1st year of employment	440.10	246.30	686.40
2nd year of employment	445.00	246.30	691.30
3rd year of employment and thereafter	448.50	246.30	694.80
HOSPITAL WORKER LEVEL 9:			
Comprehends the following classes of work:			
Tradesperson Cook Senior Food Services Attendant (more than 100 beds) Head Gardener Catering Supervisor Laundry Supervisor Head Orderly Domestic Supervisor/Housekeeper Cleaning Services Supervisor Linen Services Supervisor			
1st year of employment	454.80	246.30	701.10
2nd year of employment	459.10	246.30	705.40
3rd year of employment and thereafter	462.90	244.30	707.20
HOSPITAL WORKER LEVEL 10:			
Comprehends the following classes of work:			
Chef			
1st year of employment	475.50	244.30	719.80
2nd year of employment	481.90	244.30	726.20
3rd year of employment and thereafter	488.00	244.30	732.30
(2) (a) Play Supervisor (Lady Lawley Cottage)			
1st year of employment	366.20	244.30	610.50
2nd year of employment	403.80	244.30	648.10
3rd year of employment and thereafter	424.60	246.30	670.90
(b) Supervisor (Lady Lawley Cottage)	445.30	246.30	691.60

(3) Junior Hospital Employees

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

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

(4) General Conditions:

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

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

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

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

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

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

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

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

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

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

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

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

35. - MINIMUM WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01001

Prospector and AvonLink on Train Customer Service Officers Award

4.1 - MINIMUM ADULT AWARD WAGE

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

4.1.2 The minimum adult award wage for full-time employees aged 21 or more 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.

4.3 - WAGE RATES

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

Classification Levels	**Base Rate - per week (Full time)**
Customer Service Officer Level 1 (Trainee)	$572.10
Customer Service Officer Level 2(Prospector)	$692.40
Customer Service Officer Level 3(AvonLink - without buffet)	$692.40
Customer Service Officer Level 4	$721.30
Customer Service Officer Level 5(AvonLink - with buffet)	$721.30

2009 WAIRC 01002

Psychiatric Nurses' (Public Hospitals) Award 1973

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

17. - RATES OF PAY AND ALLOWANCES

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

(1) The minimum rate of wages per week payable to Registered Mental Health Nurses and Enrolled Mental Health Nurses under this Award shall be paid the weekly wages as set out hereunder with effect on and from the commencement of the first pay period on or after 1 October 2009.

	$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse			
(i) Level 1			
1st year of service	445.10	206.30	651.40
2nd year of service	458.10	208.30	666.40
3rd year of service	476.50	208.30	684.80
4th year of service	495.30	208.30	703.60
5th year of service	509.60	206.30	715.90
6th year of service	526.60	206.30	732.90
7th year of service	547.00	206.30	753.30

	$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse—*continued*			
(ii) Level 2			
1st year of service	581.00	208.30	789.30
2nd year of service	597.00	208.30	805.30
3rd year of service	619.60	208.30	827.90
(iii) Level 3			
1st year of service	667.00	206.30	873.30
2nd year of service	686.10	206.30	892.40
3rd year of service	702.40	206.30	908.70
(iv) Community/Clinic Psychiatric Nurses	523.30	206.30	729.60

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

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

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

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

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

(2) Enrolled Mental Health Nurse

	$ Per Week	ASNA	TOTAL
1st year of service	399.20	206.30	605.50
2nd year of service	407.50	206.30	613.80
Thereafter	416.30	206.30	622.60

(3) A Psychiatric Nurse who is in charge of a ward, department or floor during the off duty period of a Charge Nurse as defined under the Nurses (Public Hospitals) Award 1988, as varied shall be paid an allowance equivalent to the difference between the ordinary daily rate of a Registered General Nurse on the thereafter rate and the ordinary daily rate of a first year Charge Nurse under the Nurses (Public Hospitals) Award.

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

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

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

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

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

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

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

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

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

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

2009 WAIRC 01003

Public Service Award 1992

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 officers covered by this Award:

Level	Salary Per Annum$	Arbitrated Safety Net Adjustments $	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

Level	Salary Per Annum$	Arbitrated Safety Net Adjustments $	Total Salary Per Annum$
Level 1—*continued*			
20 years	20122	9987	30109
1.1	22104	10971	33075
1.2	22756	10971	33727
1.3	23407	10971	34378
1.4	24054	11076	35130
1.5	24705	11076	35781
1.6	25356	11076	36432
1.7	26105	10972	37077
1.8	26623	10972	37595
1.9	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
Level 3			
3.1	32469	10972	43441
3.2	33344	10972	44316
3.3	34246	10972	45218
3.4	35172	10867	46039
Level 4			
4.1	36442	10867	47309
4.2	37437	10763	48200
4.3	38461	10763	49224
Level 5			
5.1	40433	10763	51196
5.2	41766	10763	52529
5.3	43151	10763	53914
5.4	44588	10763	55351
Level 6			
6.1	46899	10763	57662
6.2	48470	10763	59233
6.3	50096	10763	60859
6.4	51832	10763	62595
Level 7			
7.1	54494	10763	65257
7.2	56336	10763	67099
7.3	58340	10763	69103
Level 8			
8.1	61597	10763	72360
8.2	63930	10763	74693
8.3	66823	10763	77586

Level—*continued*	Salary Per Annum$	Arbitrated Safety Net Adjustments $	Total Salary Per Annum$
Level 9			
9.1	70436	10763	81199
9.2	72877	10763	83640
9.3	75661	10763	86424
Class 1	79871	10763	90634
Class 2	84081	10763	94844
Class 3	88289	10763	99052
Class 4	92499	10763	103262

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

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

SCHEDULE B. – SALARIES – SPECIFIED CALLINGS

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

Level	Salary Per Annum	Arbitrated Safety Net$	Total Salary Per Annum$
Level 2/4			
1st year	28306	10972	39278
2nd year	29748	10972	40720
3rd year	31346	10972	42318
4th year	33344	10972	44316
5th year	36442	10867	47309
6th year	38461	10763	49224
Level 5			
1st year	40433	10763	51196
2nd year	41766	10763	52529
3rd year	43151	10763	53914
4th year	44588	10763	55351
Level 6			
1st year	46899	10763	57662
2nd year	48470	10763	59233
3rd year	50096	10763	60859
4th year	51832	10763	62595
Level 7			
1st year	54494	10763	65257
2nd year	56336	10763	67099
3rd year	58340	10763	69103
Level 8			
1st year	61597	10763	72360
2nd year	63930	10763	74693
3rd year	66823	10763	77586

Level—*continued*	Salary Per Annum	Arbitrated Safety Net$	Total Salary Per Annum$
Level 9			
1st year	70436	10763	81199
2nd year	72877	10763	83640
3rd year	75661	10763	86424
Class 1	79871	10763	90634
Class 2	84081	10763	94844
Class 3	88289	10763	99052
Class 4	92499	10763	103262

2009 WAIRC 01004

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

4.1. - MINIMUM ADULT AWARD WAGE

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

4.1.2 The minimum adult award wage for full-time employees aged 21 or more 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. - CLASSIFICATION AND PAY RATES

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

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

CLASSIFICATION	BASE RATE – per week (full time)
Trainee Railcar Driver	$871.50
Railcar Driver	$1025.30
Driver Trainer	$1081.30
Driver Coordinator	$1137.30

4.2.2 The following provisions apply to trainees:

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

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

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

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

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

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

2009 WAIRC 01005

Public Transport Authority (Transwa) Award 2006

4.1 - MINIMUM ADULT AWARD WAGE

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

4.1.2 The minimum adult award wage for full-time employees aged 21 or more 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– CLASSIFICATION AND PAY RATES

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

Position	Flat Hourly Rate	38 Hour Weekly Rate
Railcar Driver Coordinator	$32.87	$1249.10
Railcar Driver	$29.71	$1129.00
Depot Supervisor	$21.91	$832.57
Road Coach Operators L6	$21.08	$801.11
Senior Passenger Assistant L6	$21.08	$801.11
Road Coach Operator Assistant L5	$20.39	$775.15
Operations Assistant L5	$20.39	$775.15
Passenger Assistant L3	$18.51	$703.57

4.2.2 The following provisions apply to trainees:

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

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

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

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

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

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

2009 WAIRC 01006

Quarry Workers' Award, 1969

27. - WAGES

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

	$	ASNA	TOTAL
Quarry Employee Level 5	363.70	244.30	608.00
Quarry Employee Level 4	377.70	244.30	622.00
Quarry Employee Level 3	392.90	244.30	637.20
Quarry Employee Level 2	397.80	244.30	642.10
Quarry Employee Level 1	407.10	244.30	651.40

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.

(b) Classification Definition

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

The definition of each classification is as follows:

(i) Quarry Employee Level 5

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

(ii) Quarry Employee Level 4

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

(iii) Quarry Employee Level 3

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

(iv) Quarry Employee Level 2

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

(v) Quarry Employee Level 1

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

(c) General Duties

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

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

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

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

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

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

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

(4) Cookhouse Personnel:	$	ASNA	TOTAL
(a) Head Cook	392.10	244.30	636.40
Wage rate loading for broken shifts			10.80
Assistant Cook	378.10	244.30	622.40
Wage rate loading for broken shifts			8.90

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

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

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

(5) Quarry Work Allowance:

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

(6) Minimum Wage:

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

(b) The minimum adult award wage for full-time employees aged 21 or more 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 01007

Quadriplegic Centre Award

27. - WAGES

PART A

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

		Base Rate Per Week$	Arbitrated Safety Net Adjustments Per Week$	Total Per Week$
(1)	Enrolled Nurse Level One			
	1st year of employment	418.80	246.30	665.10
	2nd year of employment	423.80	246.30	670.10
	3rd year and employment and thereafter	434.70	246.30	681.00
(2)	Nursing Assistant (at 19 years of age and over)			
	1st year of employment	377.40	244.30	621.70
	2nd year of employment	387.80	244.30	632.10
	3rd year of employment and thereafter	398.30	244.30	642.60

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

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

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

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

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

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

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

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

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

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

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

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

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

PART B

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

	Base Rate Per Week$	Arbitrated Safety Net Adjustments Per Week$	Total Per Week$
LEVEL 1			
CleanerDomesticCatering AttendantAll other employees			
1st year of employment	369.50	244.30	613.80
2nd year of employment	374.10	244.30	618.40
3rd year of employment and thereafter	378.00	244.30	622.30
LEVEL 2			
Handyperson			
1st year of employment	383.40	244.30	627.70
2nd year of employment	388.00	244.30	632.30
3rd year of employment and thereafter	392.00	244.30	636.30
LEVEL 3			
Senior Food Service AttendantCleaning Services Supervisor			
1st year of employment	399.10	244.30	643.40
2nd year of employment	403.90	244.30	648.20
3rd year of employment and thereafter	408.30	244.30	652.60

	Base Rate Per Week$	Arbitrated Safety Net Adjustments Per Week$	Total Per Week$
LEVEL 4			
Tradesperson Cook			
1st year of employment	445.10	246.30	691.40
2nd year of employment	451.10	246.30	697.40
3rd year of employment and thereafter	457.00	246.30	703.30

(2) Junior Employees:

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

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

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

PART C

General Conditions:

(1)

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

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

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

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

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

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

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

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

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

(e) Minimum Adult Award Wage

(1) No employee aged 21 or more shall be paid less than the 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.

(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 01008

RAC Road, Mechanical and Fleet Services Award 1999

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) The weekly base rate for Road Service Employees shall be:

Title	**Classification**	**Base Rate$**	**Arbitrated Safety Net Adjustment**	**Award Rate**
RAC Level 2 (100%)	Road Service Employee - Introductory	417.20	246.30	663.50
RAC Level 3 (106.1%)	Road Service Employee	442.50	246.30	688.80
RAC Level 3(i) (109.1%)	Road Service Employee (i)	455.16	246.30	701.46
RAC Level 4 (115%)	Senior Patrol	479.78	244.30	724.08
RAC Level 4(i) (118%)	Senior Patrol (i)	492.30	244.30	736.60

(2) Notwithstanding the rate expressed in subclause (1) hereof a Road Service Employee working shifts shall be paid a weekly rate of pay to be known as the "composite rate of pay" which shall be an amount equal to the weekly base rate plus the average of the amount payable for shift and weekend penalties worked by a Road Service Employee for the period of the roster provided that the rate expressed in this clause shall be automatically adjusted according to variations from time to time in the shift roster.

(3) Road Service Employees holding the IAME Certificate shall be paid an additional $2.00 per week.

(4) The service payment being paid to Road Service Employees who were employed prior to 1 August 1996 shall be frozen from that date and no further increases shall be paid. Road Service Employees employed on or after 1 August 1996 shall not be entitled to the service payment.

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

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

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

31. - WAGES

(1) The weekly rate for Mechanical Services employees shall be:

Title	Classification	Base Rate$	Arbitrated Safety Net Adjustment	Award Rate
(a) RAC Level 5 (125.1%)	Mechanical Services Employee	522.10	244.30	766.40
(b) RAC Level 5(i) (128.1%)	Mechanical Services Employee (i)	534.43	244.30	778.73
(c) RAC Level 5A (125.1%)	Multi-skilled Employee	522.10	244.30	766.40
(d) RAC Level 5A(i) (128.1%)	Multi-skilled Employee (i)	534.43	244.30	778.73
(e) RAC Level 6 (131.0%)	Senior Inspector	546.50	244.30	790.80
(f) RAC Level 6(i) (134.0%)	Senior Inspector (i)	559.05	244.30	803.35

(2) The service payment being paid to Mechanical Services Employees who were employed prior to 1 August 1996 shall be frozen from that date and no further increases shall be paid. Employees employed on or after 1 August 1996 shall not be entitled to the service payment.

(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.

37. - WAGES

(1) The weekly base rate for Fleet Maintenance Employees shall be:-

(a) Classification $

Classification	**Base Rate$**	**Arbitrated Safety Net Adjustment**	**Award Rate**
RAC Level 1 (99.9%)	416.78	246.30	663.08
RAC Level 3 (106.1%)	442.50	246.30	688.80
RAC Level 3(i) (109.1%)	455.16	246.30	701.46
RAC Level 5 (125.1%)	522.10	244.30	766.40

(2) APPRENTICES

Wage per week expressed as a percentage of the R.A.C. Level 1 Award 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

(3) The service payment being paid only to Fleet Maintenance Employees who were employed prior to 1 August 1996 shall be frozen from that date and no further increases shall be paid. Employees employed on or after 1 August 1996 shall not be entitled to the service payment.

(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 01009

Radio and Television Employees' Award

29. - WAGES

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

(a)

Adults	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Radio-Television Serviceperson (Grade 1)	448.20	246.30	694.50
Radio-Television Serviceperson	418.90	246.30	665.20
Car Radio Installer	353.30	244.30	597.60
Antenna and/or Television Installer	353.30	244.30	597.60
Assembler	340.60	244.30	584.90

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

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

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

(2) Leading Hands:

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

		$
(a)	If placed in charge of not less than three and more than ten other employees	26.00
(b)	If placed in charge of more than ten and not more than twenty other employees	39.60
(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 a "radio-television serviceperson" set out in subclause (1) of this clause).

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

(4) Junior Employees -

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

	%
Under 16 years of age	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	75
Between 20 and 21 years of age	90

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

(i) $14.20 per week to such Serviceperson, Installer or Assembler; or

(ii) In the case of an apprentice a percentage of $14.20 being the percentage which appears against his/her year of apprenticeship in subclause (3) of this Clause,

for the purpose of such Serviceperson, Installer, Assembler or apprentice supplying and maintaining tools ordinarily required in the performance of their work as a Serviceperson, Installer, Assembler or apprentice.

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

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

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

(6) Casual Employees:

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

(7) Structural Efficiency

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

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

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

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

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

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

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

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

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

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

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

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

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

29A. - ADULT MINIMUM AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01010

Railway Employees' Award No. 18 of 1969

4.2. - RATES OF PAY

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

REA	Previous Rate	Flat Hourly on and from the commencement of the first pay period on or after 1 October 2009	Weekly Wage on and from the commencement of the first pay period on or after 1 October 2009
Level 10	747.60	$ 25.34	$ 963.15
Level 9	725.80	$ 24.49	$ 930.90
Level 8	704.00	$ 23.63	$ 898.25
Level 7	660.40	$ 21.91	$ 832.57
Level 6	638.60	$ 21.08	$ 801.11
Level 5	618.80	$ 20.40	$ 775.15
Level 4	597.00	$ 19.57	$ 743.68
Level 3A	583.50	$ 19.06	$ 724.41
Level 3	567.10	$ 18.51	$ 703.57
Level 2	547.10	$ 17.77	$ 675.25
Level 1	526.10	$ 16.94	$ 643.79

4.9. - MINIMUM WAGE:

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

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

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

4.9.4 Unless otherwise provided in this clause adults 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.

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

4.9.6 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*.

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

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

(a) Apply to all work in ordinary hours.

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

4.9.9 Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 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.

4.9.10 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 01011

Rangers (National Parks) Consolidated Award 2000

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

17. - WAGES

(1) (a) The minimum weekly rate of wage payable to employees covered by this Award shall be as follows in accordance with the employee's classification:

Classifications	$ PER WEEK	ARBITRATED SAFETY NET ADJUSTMENTS $ PER WEEK	TOTAL $ PER WEEK
Ranger's Assistant			
Year 1	376.90	244.30	621.20
Year 2	389.70	244.30	634.00
Year 3	402.20	244.30	646.50
Year 4	414.70	244.30	659.00
Year 5	427.10	246.30	673.40
Ranger Grade 1			
Year 1	439.60	246.30	685.90
Year 2	452.00	246.30	698.30
Year 3	466.40	244.30	710.70
Year 4	476.30	244.30	720.60
Year 5	491.00	244.30	735.30
Ranger Grade 2			
Year 1	508.60	244.30	752.90
Year 2	522.10	244.30	766.40
Year 3	536.40	244.30	780.70
Year 4	551.20	244.30	795.50
Year 5	567.00	244.30	811.70
Senior Ranger Grade 3			
Year 1	588.50	246.30	832.80
Year 2	605.20	246.30	849.50
Year 3	623.10	246.30	867.40
Senior Ranger Grade 4			
Year 1	640.30	244.30	882.60
Year 2	662.60	244.30	906.90

(2) Employees with No Fixed Hours

The rate of pay referred to in this clause shall increase by 25% for any employee whose ordinary rostered hours of work are worked over five days of the week subject to subclause (3) of clause 7. - Hours of this award.

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

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

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

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

2009 WAIRC 01012

Recreation Camps (Department for Sport and Recreation) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

15. - WAGES

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

		Per Week $	Arbitrated Safety Net Adjustments$	Per Week $
(a)	Warden-in-Charge			
	1st year of employment	409.70	244.30	654.00
	2nd year of employment	413.50	244.30	657.80
	3rd year of employment and thereafter	417.40	246.30	663.70

		Per Week $	Arbitrated Safety Net Adjustments$	Per Week $
(b)	Mobile Warden			
	1st year of employment	404.20	244.30	648.50
	2nd year of employment	408.00	244.30	652.30
	3rd year of employment and thereafter	411.80	244.30	656.10
(c)	Assistant Warden			
	1st year of employment	388.10	244.30	632.40
	2nd year of employment	391.90	244.30	636.20
	3rd year of employment and thereafter	395.80	244.30	640.10
(d)	Ranger			
	1st year of employment	390.30	244.30	634.60
	2nd year of employment	394.10	244.30	638.40
	3rd year of employment and thereafter	404.90	244.30	649.20
(e)	Noalimba Night Supervisor			
	1st year of employment	404.20	244.30	648.50
	2nd year of employment	408.00	244.30	652.30
	3rd year of employment and thereafter	411.80	244.30	656.10

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

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

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

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

(3) Supervision Allowance

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

	$ per week
1 to 5 employees	10.00
6 to 10 employees	18.00
11 to 15 employees	22.40
16 to 20 employees	30.50
over 20 (for each additional employee)	0.36

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

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

2009 WAIRC 01013

Restaurant, Tearoom and Catering Workers' Award

21. - WAGES

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

Level	**Classification**	**$ per Fortnight**
	Introductory	1139.40
Level 1	Food & Beverage Attendant Grade 1	1172.80
	Kitchen Attendant Grade1	
	Guest Services Grade 1	
	Gardener	
	General Hand	
	Yardman	

Level —*continued*	**Classification**	**$ per Fortnight**
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 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 01014

Retail Pharmacists' Award, 2004

4.1 - MINIMUM ADULT AWARD WAGE

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

4.1.2 The minimum adult award wage for full-time employees aged 21 or more 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 - WAGES

4.2.1 Classifications

	Award Rate Per Week $
Pharmacist Manager	
(a) Grade 3	1116.40
(b) Grade 2	1053.80
(c) Grade 1	991.30
Pharmacist-in-Charge	
(a) Grade 2	949.50
(b) Grade 1	928.70
Pharmacist	870.00
Trainee - First Half of traineeship	663.50
Trainee - Second Half of traineeship	724.90
Pharmacy Students	
First Year	538.30
Second Year	580.10
Third Year	621.80
Fourth Year	642.60

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

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

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

500 hour student 419.50

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

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

4.2.5 Pharmacist

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

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

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

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

4.2.6 Pharmacist Manager

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

(b) Pharmacist Managers will be graded as follows:

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

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

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

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

a/b = c where:

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

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

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

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

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

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

4.2.10. Part-time employees

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

4.2.11 Payment of wages

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

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

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

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

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

2009 WAIRC 01015

The Rock Lobster and Prawn Processing 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) Adult Employees

The following shall be the minimum weekly rate of wage 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.

Classifications	Base Rates Per Week $	Arbitrated Safety Net Adjustments $	Total Award Rate Per Week $
(a) Grader	325.95	244.30	570.25
(b) Process Employee			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.

2009 WAIRC 01016

Rope and Twine Workers' Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

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

	Rate	Arbitrated Safety Net Adjustment	Total Rate
	$	$	$
(1) Adult Employees			
Rope layer on heavy type strand machine			569.70
Rope layer (other) in walk with traveller			569.70
Rope splicer on driving ropes and springs			569.70
Combination spinning and spooling machine operator			569.70
Rope house machinist			569.70
Feeder on first spreader			569.70
Oiler and/or belt repairer			569.70
Employees lumping, loading and unloading hemp			569.70
All other machine operators or employees feeding or taking from machines			569.70
All others			569.70

(2) Junior Employees:

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

	%
16 years of age and under	45
16½ years of age	50
17 years of age	55
17½ years of age	65
18 years of age	75
18½ years of age ...	90
19 years of age, appropriate adult rate.	

2009 WAIRC 01017

Saddlers and Leatherworkers' Award

9. - WAGES

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

	Base Rate$	Arbitrated Safety Net Adjustments$	Minimum Rate$
(a) Adult Employees			
(i) Saddlery and Harness Section -			
(aa) Saddlers – employee manufacturing and repairing saddles	366.70	244.30	611.00
(bb) Manufacturer and/or repair of harnesses, harness saddles, bridle work and strappings, collars for horses or similar collars, whips and whipthongs	363.40	244.30	607.70
(ii) Leather Goods Section - All employees engaged in the manufacture of leather goods:			
First six months of employment on such work	345.70	244.30	590.00
Between six and twelve months of employment on such work	350.60	244.30	594.90
After twelve months of employment on such work	352.30	244.30	596.60
(iii) Fibre Goods Section - Manufacture and/or repair of port-manteaux, bags and trunks, suit and attache cases, travel goods, musical instrument and similar cases, covered wireless or radio cases, slither cans, welders and similar industrial masks and other articles as are made of fibre			
First six months of employment on such work	343.10	244.30	587.40
Between six and twelve months of employment on such work	345.70	244.30	590.00
After twelve months of employment on such work	352.30	244.30	596.60
(iv) Sporting Goods Section -			
Manufacture and/or repair of sporting goods of all descriptions.			
First six months of employment on such work	345.70	244.30	590.00
Between six and twelve months of employment on such work	350.40	244.30	594.70
After twelve months of employment on such work	352.30	244.30	596.60
(v) Machine Belting etc. Section - Manufacture and/or repair of machine belting, gaskets and pump washers or similar articles	345.70	244.30	590.00
(vi) Sewing Machinist - First six months of employment on such work -	345.70	244.30	590.00
Between six and twelve months employment on such work	350.40	244.30	594.70
After twelve months of employment on such work	352.30	244.30	596.60
(vii) All others	343.10	244.30	587.40

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

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

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

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

9A. - MINIMUM WAGE - ADULT MALES AND FEMALES

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01018

Salaried Officers (Paraplegic-Quadriplegic Association) 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. - SALARIES

The minimum rates of salaries to be paid to employees covered by this Award shall be set out hereunder. The conversion of classifications existing prior to the operation of this clause shall be in accordance with Schedule B attached to this Award.

		CURRENT	ASNA	NEW
(1)	Clerical Officer (Class 1):			
	Under 17 years	11578	5958	17536
	17 years	13128	6756	19884
	18 years	15169	7807	22976
	19 years	17249	8877	26126
	20 years	19390	9979	29369
	Adult Rates			
	1st year	21316	10970	32286
	2nd year	21872	10970	32842
	3rd year	22616	10970	33586
	4th year	23265	10970	34235
(2)	Clerical Officer (Class 2):			
	Under 17 years	11789	5842	17631
	17 years	13632	6755	20387
	18 years	15767	7813	23580
	19 years	18111	8974	27085
	20 years	20231	10025	30256
	Adult Rates			
	1st year	22139	10970	33109
	2nd year	22792	10970	33762
	3rd year	23443	11075	34518
	4th year	24090	11075	35165
	5th year	24741	11075	35816
	6th year	25392	11075	36467
	7th year	26141	10971	37112
(3)	Classified Officers:			
	Grade 1 - 1st year	26660	10971	37631
	Thereafter	27425	10971	38396
	Grade 2 - 1st year	28174	10971	39145
	Thereafter	28925	10971	39896
	Grade 3 - 1st year	29755	10971	40726
	Thereafter	30626	10971	41597
	Grade 4 - 1st year	31544	10971	42515
	Thereafter	32488	10971	43459
	Grade 5 - 1st year	33419	10971	44390
	Thereafter	34360	10866	45226
	Grade 6 - 1st year	35346	10866	46212
	Thereafter	36351	10866	47217
	Grade 7 - 1st year	37311	10762	48073
	2nd year	38350	10762	49112
	Thereafter	39337	10762	50099
	Grade 8 - 1st year	40346	10762	51108
	Thereafter	41336	10762	52098
	Grade 9 - 1st year	42399	10762	53161
	Thereafter	43457	10762	54219
(4)	Technical Assistants:			
	Grade 1			
	16 years	11078	5573	16651
	17 years	13311	6696	20007
	18 years	15424	7759	23183
	19 years	17784	8947	26731
	20 years	19968	10045	30013

		CURRENT	ASNA	NEW
(4)	Technical Assistants:—*continued*			
	Adult Rates			
	1st year	21806	10970	32776
	2nd year	22461	10970	33431
	3rd year	23137	10970	34107
	4th year	23773	11075	34848
	Grade 2			
	1st year	23773	11075	34848
	2nd year	24183	11075	35258
	3rd year	24576	11075	35651
	Grade 3			
	1st year	24576	11075	35651
	2nd year	25029	11075	36104
	3rd year	25679	11075	36754

(5) Professional Officers:

(a) Medical Social Workers, Physiotherapists, Occupational Therapists, Psychologists or any other professional calling as agreed between the Union and the Association.

PROFESSIONAL OFFICERS	CURRENT	ASNA	NEW
1st year	28307	10971	39278
2nd year	29749	10971	40720
3rd year	31545	10971	42516
4th year	33421	10866	44287
5th year	36443	10866	47309
6th year	38462	10762	49224

(b) The following shall apply to employees appointed in accordance with this subclause:

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

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

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

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

(6) In the event of a dispute between the parties concerning the classification or grading of an employee, the dispute shall be referred to a Board of Reference, as constituted under Section 48 of the Industrial Relations Act, 1979.

(7) Annual Increments:

Annual increments shall not be automatic and shall be subject to the employee's efficient performance over the preceding twelve months. Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission.

(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) 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 employees under 21 years shall be calculated using the following formula:

Current junior rate ÷ Current Adult Rate (1st year) x ASNA rate for Adult rate (1st year) = Junior ASNA rate.

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

2009 WAIRC 01019

Salaried Staff Curtin University of Technology 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.

SCHEDULE A

SALARY 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.

(1) The annual salaries applicable to employees covered by the Award shall be:-

Level	Salary Per Annum $	ASNA $	Salary Total $
Level 1			
Under 17 years	9386	4933	14319
17 years	10969	5847	16816
18 years	12795	6819	19614
19 years	14809	7841	22650
20 years	16630	8814	25444
21 years or 1st year of adult service	18269	10762	29031

Level	Salary Per Annum $	ASNA $	Salary Total $
Level 1—*continued*			
22 years or 2nd year of adult service	18905	10762	29667
23 years or 3rd year of adult service	19540	10762	30302
24 years or 4th year of adult service	20172	10762	30844
25 years or 5th year of adult service	20807	10762	31569
26 years or 5th year of adult service	21442	10762	32204
27 years or 7th year of adult service	22173	10762	32935
28 years or 8th year of adult service	22678	10762	33440
29 years or 9th year of adult service	23425	10762	34187
Level 2	24320	10867	35187
	25006	10867	35873
	25715	10867	36582
	26445	10763	37208
	27196	10763	37959
Level 3	28228	10763	38991
	29033	10867	39900
	29862	10867	40729
	30714	10867	41581
Level 4	31882	10867	42749
	32797	10867	43664
	33738	10762	44500
Level 5	35551	10762	46313
	36779	10762	47541
	38051	10762	48813
	39373	10762	50135
Level 6	41498	10762	52260
	42943	10762	53705
	44438	10762	55200
	46035	10762	56797
Level 7	48483	10762	59245
	50177	10762	60939
	52019	10762	62781
Level 8	55015	10762	65777
	57160	10762	67922
	59820	10762	70582
Level 9	63143	10762	73905
	65388	10762	76150
	67948	10762	78710
Class 1	71819	10762	82581
Class 2	75690	10762	86452
Class 3	79561	10762	90323
Class 4	83432	10762	94194

(i) Employees appointed or promoted to a level 1 position shall not be entitled to progress beyond the 24 years old or fourth (4th) year of adult service rate of salary, unless the employee is deemed qualified for promotion as determined by the Council.

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

(2) Salaries - Professional Callings

(i) Employees who possess a relevant tertiary level qualification, or equivalent, determined by the University and who are employed in a professional calling determined by the University shall be entitled to annual salaries as follows:-

Level	Salary Per Annum $	ASNA $	Salary Total $
Level 2/4	24320	10867	35187
	25715	10867	36582
	27196	10763	37959
	29033	10867	39900
	31882	10867	42749
	33738	10762	43500
Level 5	35551	10762	46313
	36779	10762	47541
	38051	10762	48813
	39373	10762	50135
Level 6	41498	10762	52260
	42943	10762	53705
	44438	10762	55200
	46035	10762	56797
Level 7	48483	10762	59245
	50177	10762	60939
	52019	10762	62781
Level 8	55015	10762	65777
	57160	10762	67922
	59820	10762	70582
Level 9	63143	10762	73905
	65388	10762	76150
	67948	10762	78710

(ii) Employees on appointment or promotion to Level 2/4 under this subclause:

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

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

(c) who have completed an approved Masters or PhD degree relevant to their calling shall commence on the third year increment.

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

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

(iv) The Institute in allocating levels pursuant to paragraph (i) of this subclause may determine a commencing salary above Level 2/4 for a particular calling/s.

(3) Qualifications Allowance:

(i) Employees in receipt of a qualifications allowance at the date of operation of this Award or who would have become entitled to such allowance, or increase in such allowance, as a result of studies completed in the 1985 calendar year, shall continue to receive or be granted such allowance, or increase in allowance provided that such allowance shall be reduced or ceased in accordance with the following:

	Annual Allowance Diplomates	Annual Allowance Graduates and Associates
Up to and including Level 3, min	$200	$300
Level 3, 2nd and 3rd increments	100	200
Level 3 max	Nil	100
Level 4 and above	Nil	Nil

(ii) Employees who are not entitled to a qualification allowance pursuant to paragraph (i) of this subclause or who attain a higher qualification subsequently shall not be entitled to receive an allowance or increase in the allowance.

(4) Employees Supporting Dependents Allowance

(i) Officers previously classified C-IV, G-VII, G-XIII or G-X who were in receipt of an allowance of one increment for wholly or substantially supporting a spouse and/or dependent relatives prior to the date of operation of this Award, continue to receive such allowance of one increment whilst wholly or substantially

supporting a spouse and/or dependent relative. Provided that the maximum remuneration inclusive of such allowance shall be the rate of pay at age 29 or ninth year of adult service in respect of an officer who is deemed qualified for promotion by the Institute or, age 24 or fourth year of adult service in respect of officers not deemed qualified for promotion.

(ii) Payment of the employee Supporting Dependents Allowance shall cease should an employee be promoted or reclassified above Level 1.

(iii) This provision shall not apply to any employee who was not in receipt of the employee Supporting Dependents Allowance at the operative date of this Award.

(5) Salary Maintenance

All employees appointed to a classification prior to the date of implementation of broadbanding will progress through the salary ranges (as adjusted by general salary movement) applicable to that classification irrespective of the Level determined by Institute determination.

2009 WAIRC 01020

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

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 C – MINIMUM SALARIES

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

(2) Minimum Salaries.

LEVELS	CURRENT	ASNA	NEW
Level 1 Under 17 Years Of Age	11363	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 1 st Year Of Service	22117	10970	33087
22 Years Of Age 2 nd Year Of Service	22771	10970	33741
23 Years Of Age 3 rd Year Of Service	23421	10970	34391
24 Years Of Age 4 th 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	10866	44287
	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
Level 11	64189	10762	74951
	66824	10762	77586
Level 12	70437	10762	81199
	72878	10762	83640
	75662	10762	86424

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

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

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

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

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

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

(3) Salaries – Specified Callings and Other Professionals

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

LEVELS	CURRENT	ASNA	NEW
Level 3/5	28307	10971	39278
	29749	10971	40720
	31545	10971	42516
	33421	10866	44287
	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 subclause:

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

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

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

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

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

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

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

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

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

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

2009 WAIRC 01021

Saw Servicing Establishments Award No. 17 of 1977

28. - WAGES

(1) Rate Per Week:

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

		Base Rate $	Arbitrated Safety Net Adjustment $	Total Minimum Award Rate (38 Hours) $
(a)	Saw Doctor Special Skills	438.10	214.30	652.40
(b)	Saw Doctor	417.20	214.30	631.50
(c)	Saw Filer	385.50	214.30	599.80
(d)	Factory Hand			569.70

(2) Apprentices:

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

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

(3) Juniors:

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

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

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

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

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

29. - MINIMUM WAGE - ADULT MALES AND FEMALES

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01022

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

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

32. - WAGES

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

	Minimum Award Rate$	ASNA	Total
Level 1			
Cleaner	412.60	196.30	608.90
Level 2			
Domestic employees including - Kitchen Attendant House Attendant Dining Attendant Laundry Attendant Sewing Attendant	419.30	196.30	615.60
Level 3			
Cooks (Other)	423.50	196.30	619.80
Level 4			
Gardener/Groundsperson Grade 1	431.80	196.30	628.10
Level 5			
First Cook (Grade 1), or Cook working alone Gardener/Groundsperson, Grade 2 Sewing Supervisor	440.20	196.30	636.50
Level 6			
Senior Gardener/Groundsperson Grade 1 First Cook, Grade 2	448.50	196.30	644.80
Level 7			
Senior Gardener/Groundsperson, Grade 2 Tradesperson Cook	465.20	198.30	663.50
Level 8			
Head Groundsperson	548.60	196.30	744.90

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

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

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

(2) Junior Employees:

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

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

(3) General Conditions:

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

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

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

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

2009 WAIRC 01023

Security Officers' Award

21. - CLASSIFICATION STRUCTURE AND WAGE RATES

(1) CLASSIFICATION STRUCTURE

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

(a) SECURITY OFFICER - LEVEL 1

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

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

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

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

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

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

(b) SECURITY OFFICER - LEVEL 2

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

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

(aa) Duties of securing, watching, guarding and/or protecting as directed, including responses to alarm signals and attendances at and minor non-technical servicing of automatic teller machines, and is required to patrol in a vehicle two or more separate establishments or sites; or

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

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

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

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

(c) SECURITY OFFICER - LEVEL 3

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

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

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

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

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

(d) SECURITY OFFICER - LEVEL 4

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

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

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

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

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

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

(2) WAGE RATES

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

Classification	Minimum Rate $
Security Officer-Level 1	608.90
Security Officer-Level 2	624.00
Security Officer-Level 3	634.40
Security Officer-Level 4	644.80

(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.

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

(4) Senior Officials:

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

		Per Week $
(a)	if placed in charge of not less than 3 and not more than 10 other officers	26.90
(b)	if placed in charge of not less than 10 and not more than 20 other officers	41.40
(c)	if placed in charge of more than 20 other officers	53.10

22. – MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01024

Security Officers and Cleaners (West Australian Newspapers) Award, 1992

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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

(1) (a) The base rate and supplementary payment payable under this award shall be as follows:

		Total Rate$	ASNA	TOTAL
A	Security Officers			
	Grade 5 (Trainee)	381.80	196.30	578.10
	Grade 4	424.50	196.30	620.80
	Grade 3	465.20	198.30	663.50
	Grade 2	486.10	198.30	684.40
	Grade 1	515.30	196.30	711.60
B	Cleaners			
	Grade 3	411.00	196.30	607.30
	Grade 2	423.50	196.30	619.80
	Grade 1	465.20	198.30	663.50

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

(2) The total weekly wage for Security Officers shall also include the first aid allowance and all penalties and allowances for work on continuous and seven day shift work, (excluding weekend penalties). Such total weekly wage to be for all purposes of the award.

2009 WAIRC 01025

Shark Bay Salt and Gypsum (Production and Processing) Useless Loop 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.

25. - WAGES

(1) Interpretation:

(a) It is the intention of the parties that the following wages structure shall provide an opportunity for all employees to progress along a career path. Such progression shall encompass the ability of employees to undertake work within their level that they are competent to safely perform, subject to statutory obligations.

(b) Progression through skill levels shall be on both a “vertical” and horizontal” basis with the aim of securing a more skilled and flexible workforce with greater work opportunities for all employees.

(c) Cross-skilling is to be continued over a period of time so that within three to five years all employees covered by this award will carry out work dependent only on their ability and qualifications to do such work and shall encompass those matters agreed in the “Memorandum of Agreement” dated 10 May 1990 between the site representatives and the employer.

(d) Management will provide training to enable employees to broaden their skills.

(e) Employees are encouraged to accept more responsibility in planning their work and implementing such plans where possible.

(2) (a) Wage Groups:

		Total Rate Per Week $
Group 1		**707.60**
	Fitter Boilermaker Plumber Carpenter Motor Mechanic Sandblaster/Spray painter with trade qualifications Qualified Cook Engine Driver (Power House) Electrician Advanced Truck Driver Plant Operator competent to a high standard on all site equipment for a minimum of three years, on site or to a similar high standard in his or her previous work history so that he or she is competent when assessed on site by the supervisor Horticulturist	
Group 2		**666.20**
	Plant Operator able to operate all site equipment to a basic but competent standard Experienced Cook Mobile Crane Driver with a minimum of 12 months’ experience Driller Store person with formal computer and heavy inventory control experience Haul Truck Driver Licensed Rigger/Scaffolder (working over 6m)	

		Total Rate Per Week $
Group 3		**644.30**
	Mobile Plant Operator competent up to bulldozer category Welder – second class, competent on oxy/cutting – welding MIG and arc welding Sandblaster/Painter, competent in airless/conventional spray painting without formal qualifications Employee able to carry out work on mobile and fixed plant unsupervised but lacking formal apprenticeship qualifications Store person competent in all stores work Person in charge of fixed plant Truck driver (not otherwise categorised)	
Group 4		**620.50**
	Sandblaster Backhoe/Bobcat and light equipment Operator Gardener able to carry out all horticultural work unsupervised Fixed Plant Assistant – washery and ship loader Employee able to work in a single area of plant maintenance unsupervised but without sufficient training to move to Category 3	
Group 5		**599.80**
	Unskilled site duties Cleaning Gardener Mess Attendant Janitor	

(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 appropriate total wage prescribed in subclause (2) hereof, a Leading Hand shall be paid –

		$
(a)	if placed in charge of not less than three and not more than 10 other employees	19.30
(b)	if placed in charge of more than ten and not more than 20 other employees	29.00
(c)	if placed in charge of more than 20 other employees	37.70

APPENDIX 1 - MAKE UP OF TOTAL WAGE

This appendix shows how the total wages paid to employees under this award are made up. It details base wage rates, supplementary payments and safety net adjustments as well as the total rate published above in Clause 25. – Wages.

	Rate Per Week $	Safety Net Adjustments $	Total Rate Per Week $
Group 1	461.30	246.30	707.60
Group 2	419.90	246.30	666.20
Group 3	400.00	244.30	644.30
Group 4	376.20	244.30	620.50
Group 5	355.50	244.30	599.80

2009 WAIRC 01026

Sheet Metal Workers' Award No. 10 of 1973

6. - WAGES AND SUPPLEMENTARY PAYMENT

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

	BASE RATE PER WEEK **$**	SUPPLEMENTARY PAYMENT **$**	SAFETY NET ADJUSTMENT **$**	TOTAL RATE PER WEEK **$**
Level C14	284.80	40.60	244.30	569.70
Level C13	299.50	42.60	244.30	586.40
Level C12	319.20	45.40	244.30	608.90
Level C11	337.40	48.10	244.30	629.80
Level C10	365.20	52.00	246.30	663.50

(2) Supplementary Payments:

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

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

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

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

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

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

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

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

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

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

(5) Construction Allowance:

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

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

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

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

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

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

(6) Leading Hands:

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

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

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

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

(9) Structural Efficiency:

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

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

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

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

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

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

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

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

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

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

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

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

(10) Liberty to Apply:

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

6A. - MINIMUM WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

38. - TRAINEESHIPS

(1) Scope:

(a) This clause shall apply to persons -

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

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

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

(2) Objectives:

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

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

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

(3) Limited Operation (ATS and CST):

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

(4) Definitions:

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

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

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

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

"Training Authority" means -

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

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

(5) Training Conditions:

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

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

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

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

(6) Employment Conditions:

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

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

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

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

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

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

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

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

(ii) A Trainee shall not work overtime alone.

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

(7) Wages:

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

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

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

(b) Traineeships (excluding ATS and CST):

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

(i) Industry/Skill Level A:

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

	HIGHEST YEAR OF SCHOOLING		
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	**$**	**$**
	168.00 (50%)*	207.00 (33%)	287.00
	195.00 (33%)	233.00 (25%)	
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		

(ii) Industry/Skill Level B:

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

	HIGHEST YEAR OF SCHOOLING		
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	**$**	**$**
	168.00 (50%)*	207.00 (33%)	278.00
	195.00 (33%)	233.00 (25%)	
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		

(iii) Industry/Skill Level C:

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

	HIGHEST YEAR OF SCHOOLING		
School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	$	$
	168.00 (50%)*	207.00 (33%)	269.00
	195.00 (33%)	233.00 (25%)	
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		

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

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

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

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

(d) Traineeships (AST and CST only):

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

(i) Australian Traineeship System:

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

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

(ii) Career Start Traineeship:

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

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

(e) Completed Traineeship - Continued Junior Employment:

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

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

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

(8) Industry/Skill Levels:

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

(a) Industry/Skill Level A:

Office Clerical

Commonwealth Public Sector Clerical

State Public Sector Clerical

Local Government Clerical

Finance, Property and Business Services.

(b) Industry/Skill Level B:

Wholesale and Retail

Recreation and Personal Services

Transport and Storage

Manufacturing.

(c) Industry/Skill Level C:

Community Services and Health

Pastoral

Environmental

Wholesale and Retail - Vehicle Repair Services and Retail Sector.

2009 WAIRC 01027

Shearing Contractors' Award of Western Australia 2003

4.1 - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01028

Ship Painters' and Dockers' 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.

Division II. – This Division Shall Apply to Permanent Employees as Defined in Clause 17. – Definitions of Division I of This Award, Except Where Otherwise Provided

4. – RATES OF WAGES

(1) The following shall be the minimum rates of wages payable to employees employed under this Division –

		Per Week$	ASNA	TOTAL
(a)	Rigger			569.70
(b)	General Hand			569.70

(2) Leading Hands – The following additional rates shall be paid to –

(a)	Leading Hands employed by the Fremantle Port Authority and the State Shipping Service	
	(i) in charge of ten employees or less, an additional rate of	21.00
	(ii) in charge of more than ten employees, an additional rate of	22.90
(b)	Other Leading Hands	22.90

(3) Notwithstanding the provisions of subclauses (1) and (2) of this clause the following shall be the minimum rates of wages payable to employees in the Inner Harbour –

(a)	Rigger	420.20	206.30	626.50
(b)	General Hand	414.20	206.30	620.50
(c)	Sub-Foreman – State Shipping Service Riggers' Loft	433.30	206.30	639.60

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.

Division IV. – Ship Building and/or Repairing

2. – RATES OF WAGES

(1) The minimum weekly rates of wages for employees bound by this Division shall be –

		Per Week A$	B$
(a)	(i) Rigger Certificated		569.70
	(ii) Rigger Not Certificated		569.70
(b)	General Hand		569.70

(c) In any week when ship repair work is performed the parties may agree to the payment of a ship repair allowance to compensate for the disabilities associated with that work. The allowance agreed upon shall be in lieu of the provisions of Clause 3. – Special Rates of Division I of this award.

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

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

Increases in rates of pay otherwise 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 rate 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	14.60
(b) if placed in charge of more than ten and not more than twenty other employees	22.50
(c) if placed in charge of more than twenty other employees	28.90

(3) A casual employee shall mean an employee who is engaged and paid as such, and shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he is employed.

2009 WAIRC 01029

The Shop and Warehouse (Wholesale and Retail Establishments) State 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.

28. - WAGES

Part I -

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

(1) With effect on and from the commencement of the first pay period on or after 1 October 2009.

ADULTS (Classifications and Wages per week):

	(i) Who works ordinary hours Monday to Friday	(ii) Who works ordinary hours between Monday and 1.00 pm Saturday	(iii) Who works ordinary hours between Monday and Saturday with the completion of ordinary hours after 1.00 pm Saturday
	$	$	$
Shop Assistants, Sales Person, Wholesale Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson, Packer, Despatch Hand, Reserve Stock Hand, Ticket Writer			
Award Rate	629.30	641.60	654.60
Window Dresser/ Visual Merchandiser			
Award Rate	636.20	648.50	663.50
Storeperson Operator Grade I			
Award Rate	640.50	652.80	667.90
Storeperson Operator Grade II			
Award Rate	645.30	657.60	672.70

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) An employee in (1) - (5) above who is required by the employer to be in charge of a shop, store or warehouse or other employees shall be paid an in charge allowance for all purposes of the award calculated as follows:

(a) if placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees -

3.4% of the rate specified in subclause (1) - (5) above, as appropriate

(b) if placed in charge of three or more other employees but less than ten other employees -

6.2% of the rate specified in subclause (1) - (5) above, as appropriate

(c) if placed in charge of ten or more other employees -

11.2% of the rate specified in subclause (1) - (5) above, as appropriate

Part II -

The minimum rates of wages payable to all junior workers covered by this award shall be as follows -

Junior workers: (per cent of the appropriate wage prescribed in PART I hereof) per week:

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

Part III –

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

(1) (a) A worker required to operate a ride-on power operated tow motor, a ride-on power operated pallet truck or a walk beside power operated high lift stacker in the performance of his duties shall be paid an additional 66 cents per hour whilst so engaged.

(b) A worker required to operate a ride-on power operated fork lift, high lift stacker or high lift stock picker or a power operated overhead traversing hoist in the performance of his duties shall be paid an additional 73 cents per hour whilst so engaged.

(c) The allowances prescribed by this subclause shall not be payable to an employee engaged, and paid, as a "Storeman Operator Grade 1" or a "Storeman Operator Grade 2".

(2) Any workers, whether a junior or adult, employed as a canvasser and/or collector shall be paid the adult male wage.

(3) Where a canvasser provides his own bicycle he shall be paid an allowance of $1.41 per week.

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

In a cold chamber in which the temperature is:

(i) Below 0º Celsius to -20° Celsius - 80 cents per hour

(ii) Below -20° Celsius to -25° Celsius - 94 cents per hour

(iii) Below -25° Celsius - $1.06 per hour.

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

(5) (a) A worker (full time, part time or casual) who is required to work any of his or her ordinary hours between 6.00p.m. and 11.30p.m. Monday to Friday inclusive in a "small retail shop" as defined or a "special retail shop" (pharmacy) as defined shall be paid at a loading of 20% for each hour worked after 6.00p.m.

For casual workers such loading shall be paid in addition to the rates prescribed in Clause 7 (4) of this award.

(b) A worker (part time or casual) who is required to work any of his or her ordinary hours between 6.00p.m. and 11.30p.m. on Saturday in a "small retail shop" as defined or a "special retail shop" (pharmacy) as defined shall be paid at a loading of 20% for each hour worked after 6.00p.m.

(i) A casual worker employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by subclause (5) of Clause 7. - Casual Workers.

(ii) A part time worker employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by paragraph (b) of subclause (7) of Clause 8. - Part Time Workers.

(6) (a) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours between 6.00pm and midnight Monday to Friday inclusive shall be paid a loading of 20% for each hour so worked.

Provided that for casual workers such loading shall be paid in addition to the rates prescribed in Clause 7. - Casual Workers subclause (4) of this award.

(b) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours between 6.00pm and midnight on Saturday shall be paid a loading of 20% for each hour worked after 6.00pm.

(i) A casual employee employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by subclause (5) of Clause 7. - Casual Workers.

(ii) A full or part-time employee employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by paragraph (b) of subclause (7) of Clause 8. - Part-Time Workers.

(c) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours before 7.00am on any day Monday to Saturday inclusive shall be paid a loading of 30% for each hour so worked.

Provided that for casual workers such loading shall be paid in addition to the rates prescribed in Clause 7. - Casual Workers subclause (4) of this award.

(7) An automotive spare parts or accessories salesman qualified (i.e. one who has passed the appropriate course of technical training) shall be paid the sum of $24.00 per week in addition to the rates prescribed herein.

47. - TRAINEESHIPS

(1) Scope

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

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

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

(iii) whose employment is covered by the Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977 No. R 32 of 1976.

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

(2) Objective

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

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

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

(3) Supersession

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

(4) Definitions

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

"Relevant Award" means The Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977 No. R 32 of 1976.

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

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

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

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

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

References in this award to "the relevant state training authority or NETTFORCE" shall be taken to be a reference to NETTFORCE in respect of a traineeship that is the subject of an interim approval but not a final approval by the relevant state training authority. NETTFORCE powers and functions stipulated in this award may be circumscribed and/or

delegated by the terms of an agreement between NETTFORCE and a relevant state training authority. Reference to NETTFORCE within this clause will have no effect during the currency of the W.A. State Training Authority/NETTFORCE Memorandum of Agreement.

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

(5) Training Conditions

(a) The trainee shall attend an approved training course or training programme prescribed in the traineeship agreement or as notified to the trainee by the appropriate state training authority in accredited and relevant traineeship schemes or NETTFORCE if the traineeship scheme remains subject to interim approval.

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

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

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

(e) Training shall be directed at:

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

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

(6) Employment Conditions

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

(b) (i) An employer shall not terminate the employment of a trainee without firstly having provided written notice of termination to the trainee concerned in accordance with the traineeship agreement and to the relevant state training authority or NETTFORCE. The written notice to be provided to the relevant state training authority or NETTFORCE shall be provided within five working days of termination.

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

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

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

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

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

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

(iv) The trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by the relevant award, unless otherwise agreed by the parties to a traineeship scheme, or unless the relevant award makes specific provision for a trainee to be paid at a higher rate, in which case the higher rate shall apply.

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

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

(7) Wages

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

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

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

(iv) Skill Level B:

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

	HIGHEST YEAR OF SCHOOLING COMPLETED		
School Leaver	Year 10 and below$	Year 11$	Year 12$
	205.00	247.00	286.00
Plus 1 year out of school	247.00	286.00	328.00
Plus 2 years	286.00	328.00	385.00
Plus 3 years	328.00	385.00	438.00
Plus 4 years	385.00	438.00	
Plus 5 years	438.00		

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

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

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

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

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

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

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

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

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

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

2009 WAIRC 01030

Show Grounds Maintenance Worker's Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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

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

			Rate Per Week$	ASNA	TOTAL
(2)	(a)	Motor Vehicle Drivers -			
		Not exceeding 25cwt capacity			569.70
		Exceeding 25cwt but not exceeding 3 tons capacity			569.70
		Exceeding 3 tons but under 6 tons capacity			569.70
		Exceeding 6 tons and over but under 7 tons capacity			569.70
		Exceeding 7 tons and over but under 8 tons capacity			569.70
	(b)	Machine Drivers -			
		Operator-powered roller under 8 tons			569.70
		Operator-powered roller 8 tons and over			569.70
		Operator-powered vibrating roller under 4 tons			569.70
		Operator-powered vibrating roller 4 tons and over			569.70
		Operator-powered road roller pneumatic tyred 8 tons and over			569.70
		Operator-tractor-pneumatic tyred without power operated attachments -			
		(i) Classes 1 and 2			569.70
		(ii) Classes 3, 4, 5 and 6 (including tractors tilting or a one man hitch trailer)			569.70
		(iii) Over Class 6			569.70

		Rate Per Week$	ASNA	TOTAL
	Operator-tractor-pneumatic tyred with power operated attachments -			
	(i) Classes 1 and 2			569.70
	(ii) Classes 3, 4, 5 and 6 (not including tractors tilting or a one man hitch trailer)			569.70
	(iii) Over Class 6 and up to and including 230 engine horsepower			569.70
	(iv) Over Class 6 with power operated attachments in excess of 230 engine horsepower			569.70
	Operator - Graders -			
	(i) Drawn Graders			569.70
	(ii) Grader - power operated below 50 net engine horsepower			569.70
	(iii) Grader - power operated 50 to 100 net engine horsepower			569.70
	(iv) Grader - power operated above 100 net engine horsepower			569.70
	Operator of portable petrol driven crosscut or circular saw			569.70
(c)	Gardeners -			
	Propagator			569.70
	Nurserymen, first class gardeners appointed as such by the employer and street tree pruners			569.70
	Gardeners planting out and attending flower beds and assisting nurserymen			569.70
	Hand power motor mower			569.70
	Hand rotary hoe and operators of other machines			569.70
	Sprayers or fumigators of noxious weeds and/or pests vermin, mosquitoes, or ants or workers employed in destroying blackberry bush or boxthorn -			
	(i) Hand operated			569.70
	(ii) Power Operated			569.70
(d)	General -			
	Track hands			569.70
	Machine man (jackhammer)			569.70
	Concrete slab layer			569.70
	Concrete kerb layer			569.70
	Concrete finisher			569.70
	Others			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.

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

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

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

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

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

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

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

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

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

2009 WAIRC 01031

Soap and Allied Products Manufacturing Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - WAGES

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

	Base Rate$	Arbitrated Safety Net Adjustments$	Minimum Rate$
Adult employees:			
Product maker - soap crutcher, liquids powders and pastes, detergents and cleaners polishes and stains, toilet soaps	343.60	244.30	587.90
Assistant Product Maker	335.60	244.30	579.90
General Hand other than above	327.50	244.30	571.80

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

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

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

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

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

2009 WAIRC 01032

Social Trainers (Nulsen Haven) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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

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

	Total Rate Per Annum$	Base Rate Per Week$	Arbitrated Safety Net Adjustments$	Minimum Rate$
TRAINEE SOCIAL TRAINER:				
Under 21 years				
On appointment				
Level 1, appropriate to age				
2nd year				
Next additional increment				
3rd year				
Next additional increment				
Level One				
18 years of age	24252	275.00	189.90	464.90
19 years of age	27007	316.30	201.40	517.70
20 years of age	29495	353.60	211.80	565.40
Over 21 years				
On appointment Level 1, 1st year of adult service	32938	387.10	244.30	631.40
2nd year Level 1, 2nd year of Adult service	33590	399.60	244.30	643.90
3rd year Level 1, 3rd year of adult service	34242	412.10	244.30	656.40
SOCIAL TRAINER				
On appointment Level 1, 4th year of adult service	35129	427.10	246.30	673.40
2nd year Level 1, 5th year of adult service	35781	439.60	246.30	685.90
3rd year Level 1, 6th year of adult service	36428	452.00	246.30	698.30
4th year Level 1, 7th year of adult service	37070	466.30	244.30	710.60
5th year Level 1, 8th year of adult service	37591	476.30	244.30	720.60
6th year Level 1, 9th year of adult service	38358	491.00	244.30	735.30
SENIOR SOCIAL TRAINER:				
1st year Level 2, 1st year of adult service	39276	508.60	244.30	752.90
2nd year Level 2, 2nd year of adult service	40075	521.90	246.30	768.20
3rd year Level 2, 3rd year of adult service	40826	536.30	246.30	782.60
4th year Level 2, 4th year of adult service	41603	551.20	246.30	797.50
5th year Level 2, 5th year of adult service	42422	566.90	246.30	813.20

(2) Provided that an employee who has been reclassified from one designation to that of Trainee Social Trainer or Social Trainer shall be entitled to no reduction in conditions of employment or rates of pay to that the employee would have received if he/she had remained in his/her former classification.

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

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

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

2009 WAIRC 01033

Social Trainers and Assistant Supervisors' (Activ Foundation) Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

32. - WAGES

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

	OLD RATE PER ANNUM$	ARBITRATED SAFETY NET ADJUSTMENTS PER ANNUM$	NEW RATE PER ANNUM$	TOTAL RATE PER FORTNIGHT$
Trainee Social Trainer				
Under 21 years -				
1st Year Level 1, appropriate to age				
2nd Year Next additional increment				

	OLD RATE PER ANNUM$	ARBITRATED SAFETY NET ADJUSTMENTS PER ANNUM$	NEW RATE PER ANNUM$	TOTAL RATE PER FORTNIGHT$
3rd Year Level One Next additional increment				
18 years of age	14238	9343	23581	904.07
19 years of age	16481	9911	26392	1011.84
20 years of age	18507	10422	28929	1109.10
Over 21 years				
1st Year Level 1, 1st year of adult service	20331	12744	33075	1268.04
2nd Year Level 1, 2nd year of adult service	20983	12744	33727	1293.04
3rd Year Level 1, 3rd year of adult service	21634	12744	34378	1317.99
Social Trainer				
On appointment Level 1, 4th year of adult service	22281	12849	35130	1346.83
2nd year Level 1, 5th year of adult service	22932	12849	35781	1371.78
3rd year Level 1, 6th year of adult service	23583	12745	36328	1392.75
4th year Level 1, 7th year of adult service	24332	12745	37077	1421.47
5th year Level 1, 8th year of adult service	24850	12745	37595	1441.33
6th year Level 1, 9th year of adult service	25616	12745	38361	1470.70
Senior Social Trainer				
1st year Level 2, 1st year of adult service	26533	12641	39174	1501.87
2nd year Level 2, 2nd year of adult service	27236	12745	39981	1532.81
3rd year Level 2, 3rd year of adult service	27975	12745	40720	1561.14
4th year Level 2, 4th year of adult service	28756	12745	41501	1591.08
5th year Level 2, 5th year of adult service	29573	12745	42318	1622.40
Community Access Co-ordinator/				
Assistant Supervisor				
1st year	22946	12849	35795	1372.32
2nd year	23597	12849	36446	1397.28
3rd year	24346	12745	37091	1422.01
4th year	24864	12745	37609	1441.87
5th year	25629	12745	38374	1471.20

(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 01034

Soft Furnishings Award

7. - WAGES

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

(1) Classification	Total Rate$
(a) Workroom Supervisor	696.90
(b) Specialist Soft Furnishings Maker	663.50
(c) Installer	649.00
(d) Cutter	644.80
(e) Machinist	624.00
(f) Presser and Finisher	598.90
(g) Trainee (entry level employee)	586.40

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

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

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

(3) Apprentices:

(a) The rate per week for apprentices shall be the percentages shown in paragraph (b) hereof, of the total rate for a Specialist Soft Furnishings Maker.

(b) Percentages

Three Year Term	%
First Year	42
Second Year	55
Third Year	88

(4) Junior Employees:

(a) The wages per week for a junior employee shall be the percentage shown in paragraph (b) hereof, of the total rate for a Machinist.

(b)

Percentage:	%
Under 16 years	40
Between 16 and 17 years	48.5
Between 17 and 18 years	56
Between 18 and 19 years	77
Between 19 and 20 years	84
Between 20 and 21 years	89.5

7A. - MINIMUM WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

45. - TRAINEESHIPS

(1) Scope

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

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

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

(b) Provided that this clause shall not apply to employees who were or are undertaking a traineeship otherwise than a traineeship as defined by this clause prior to the date of commencement of this clause.

(c) This clause has no relationship to the Apprenticeship system.

(2) Objective

The objective of this clause is to facilitate the establishment of a traineeship which provides approved training in conjunction with employment in order to enhance the skills and future employment prospects of Trainees, particularly young people, and the long term unemployed. The system is neither designed nor intended for those who are already trained and job ready. It is not intended that existing employees shall be displaced from employment by Trainees. Nothing in this clause shall be taken to replace the prescription of training requirements in the award.

(3) Definitions

In this clause:

(a) "Approved Training" means training undertaken (both on and off the job) in a Traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved by the State Training Authority or the National Employment and Training Taskforce (NETTFORCE). The training will be accredited and lead to qualifications as set out in subclause (4)(e).

(b) "Award" means the Soft Furnishing Award No A 23 of 1982.

(c) "Union" means the Forest Products, Furnishing and Allied Industries Industrial Union of Workers, WA.

(d) "Trainee" means an employee who is bound by a Traineeship Agreement made in accordance with this award.

(e) "Traineeship" means a system of training which has been approved by the State Training Authority, or which has been approved on an interim basis by NETTFORCE, until final approval is granted by the State Training Authority.

(f) "Traineeship Agreement" means an agreement made subject to the terms of this award between an employer and the Trainee for a Traineeship and which is registered with the State Training Authority, NETTFORCE, or under the provisions of the State Employment and Skills Development Authority Act 1991, or any successor legislation. A Traineeship Agreement shall be made in accordance with the approved Traineeship Scheme and shall not operate unless this condition is met.

(g) "Traineeship Scheme" means an approved Traineeship applicable to a group or class of employees, or an enterprise within the industry of Soft Furnishing Manufacture. A Traineeship Scheme shall not be given approval unless consultation and negotiation with the union upon terms of the proposed Traineeship Scheme

and the Traineeship have occurred. An application for approval of a Traineeship Scheme shall identify the union and demonstrate to the satisfaction of the approving authority that the abovementioned consultation and negotiation have occurred. A Traineeship Scheme shall include a standard format which may be used for a Traineeship Agreement.

(h) "Parties to a Traineeship Scheme" means the employer and the union involved in the consultation and negotiation required for the approval of the Traineeship Scheme.

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

(4) Training Conditions

(a) The Trainee shall attend an approved training course or training program prescribed in the Traineeship Agreement or as notified to the trainee by the State Training Authority in accredited and relevant Traineeship Schemes; or NETTFORCE if the Traineeship Scheme remains subject to interim approval.

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

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

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

(e) Training is to be directed at:

(i) the achievement of key competencies required for successful participation in the workplace (where these have not been achieved) (e.g. literacy, numeracy, problem solving, team work, using technology), and as are proposed to be included in the Australian Vocational Certificate Level 1 qualification.

This could be achieved through foundation competencies which are part of endorsed competencies for an industry or enterprise; and/or

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

(5) Employment Conditions

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

(b) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned in accordance with the Traineeship Agreement and subsequently to the State Training Authority or NETTFORCE. The written notice to be provided to the State Training Authority or NETTFORCE shall be provided within 5 working days of the termination.

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

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

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

(e) (i) The Traineeship Agreement may restrict the circumstances under which the Trainee may work overtime and shiftwork in order to ensure the training program is successfully completed.

(ii) No Trainee shall work overtime or shiftwork on his or her own unless consistent with the provisions of the Award.

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

(iv) The trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed in this award.

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

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

(h) The right of entry provisions contained in Clause 21 of this award shall apply to the parties bound by the Traineeship.

(6) Wages of Trainees

(a) (i) The weekly wages payable to a Trainee are as provided for in paragraph (iv) of this subclause.

(ii) These wage rates will only apply to Trainees while they are undertaking the Traineeship, which includes approved training, as defined.

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

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

HIGHEST YEAR OF SCHOOLING

School Leaver	**Year 10**	**Year 11**	**Year 12**
	$	**$**	**$**
	169.00 (50%)*	208.00 (33%)	278.00
	197.00 (33%)	236.00 (25%)	
plus 1 year out of school	236.00	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		

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

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

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

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

(b) Subclause (8) sets out the industry/skill level of an approved Traineeship. The industry skills contained in subclause (8) are prima facie the appropriate levels but are not determinative of the actual skill levels that may be contained in a Traineeship Scheme. The determination of the appropriate skill level shall be made by NETTFORCE based on the following criteria:

(i) Any agreement of the parties;

(ii) The nature of the industry;

(iii) The total training plan;

(iv) Recognition that training can be undertaken in stages;

(v) The exit skill level in the relevant award contemplated by the Traineeship. In the event that the parties disagree with such determination it shall be open to any party to the Award to seek to have the matters in dispute determined by the Commission.

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

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

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

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

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

(7) Special Arrangements

The wage rates contained in this clause are minimum rates. Subject to the foregoing, the Western Australian Industrial Relations Commission shall be requested to determine the appropriate wage rates for any Traineeship not regarded by the parties as appropriately covered by this award.

(8) Industry/Skill Levels

Industry/Skill Level B:

Wholesale and Retail

Recreation and Personal Services

Transport and Storage

Manufacturing

2009 WAIRC 01035

State Research Stations, Agricultural Schools and College Workers Award

26. - WAGES

(1) Department of Agriculture (increments based on service):

		A RATE PER WEEK FIRST YEAR OF SERVICE$	B RATE PER WEEK SECOND YEAR OF SERVICE$	C RATE PER WEEK THIRD AND SUBSEQUENT YEARS OF SERVICE$
(a)	General Operative			
	Grade II	-	348.09	-
	Arbitrated Safety Net Adjustments		244.30	
	Total		592.39	
(b)	General Operative			
	Grade I	371.66	375.97	379.55
	Arbitrated Safety Net Adjustments	244.30	244.30	244.30
	Total	615.96	620.27	623.85
(c)	Agricultural			
	Operative	379.76	384.17	387.86
	Arbitrated Safety Net Adjustments	244.30	244.30	244.30
	Total	624.06	628.47	632.16
(d)	Senior Agricultural			
	Operative (Tradesperson)	423.83	428.75	432.96
	Arbitrated Safety Net Adjustments	246.30	246.30	246.30
	Total	670.13	675.05	679.26
(e)	Senior Agricultural			
	Operative Special	476.83	484.00	491.18
	Arbitrated Safety Net Adjustments	244.30	244.30	244.30
	Total	721.13	728.30	735.48

(2) Ministry of Education (increments based on performance provided that for entry to the level of (d) hereof the employee shall hold the appropriate qualification):

		A RATE PER WEEK$	B RATE PER WEEK$	C RATE PER WEEK$
(a)	Agricultural Training			
	Officer Level 1	433.67	438.80	443.21
	Arbitrated Safety Net Adjustments	246.30	246.30	246.30
	Total	679.97	685.10	689.51
(b)	Agricultural Training			
	Officer Level 2	449.87	455.30	459.71
	Arbitrated Safety Net Adjustments	246.30	246.30	246.30
	Total	696.17	701.60	706.01
(c)	Agricultural Training			
	Officer Level 3	466.68	472.42	481.03
	Arbitrated Safety Net Adjustments	244.30	244.30	244.30
	Total	710.98	716.72	725.33

		A RATE PER WEEK$	B RATE PER WEEK$	C RATE PER WEEK$
(d)	Agricultural Training Officer Level 4	496.30	511.68	527.05
	Arbitrated Safety Net Adjustments	244.30	244.30	246.30
	Total	740.60	755.98	773.35

(3) Ministry of Education (increments based on performance):

		A RATE PERWEEK$	B RATE PERWEEK$	C RATE PERWEEK$	D RATE PERWEEK$
(a)	Kitchen Staff employee Level 1	370.84	377.50	381.71	
	Arbitrated Safety Net Adjustments	244.30	244.30	244.30	
	Total	615.14	621.80	626.01	
(b)	Kitchen Staff employee Level 2	387.55	395.85	400.98	
	Arbitrated Safety Net Adjustments	244.30	244.30	244.30	
	Total	631.85	640.15	645.28	
(c)	Kitchen Staff employee Level 3	412.15	421.17	435.01	443.51
	Arbitrated Safety Net Adjustments	244.30	246.30	246.30	246.30
	Total	656.45	667.47	681.31	689.81
(d)	Kitchen Staff employee Level 4	448.23	455.92	460.73	
	Arbitrated Safety Net Adjustments	246.30	246.30	246.30	
	Total	694.53	702.22	707.03	

(4) Employees of the Ministry of Education performing Housemaster's duties shall be entitled to payment in accordance with the rates and conditions prescribed by the Government School Teachers' Salaries Award.

(5) (a) For the purposes of (2) and (3) hereof, the following is to apply:

Assessment Within Levels

It is agreed that a performance management system should be used to assess the employee's performance and suitability to move from one increment point (A, B or C) to another within a particular level.

The personnel involved in assessing Agricultural Training Officers shall be:

the Principal (or nominated representative) and the Farm Supervisor (or Agricultural Teacher) at the establishment.

(b) A copy of this assessment and relevant documents will be sent to the employer's Head Office and the employee shall be entitled to the next annual increment.

(c) In the event of an assessment that the performances has been unsatisfactory, the employee will be given three (3) months to show an improvement and be reassessed for his/her increment and suitability to continue employment in that capacity.

(d) Employees will be subject to periodic review in order to receive an increment.

(6) (a). Assessment to a Higher Classification

There is a specific requirement at each level to master a number of major areas on the farm, as outlined in the National Core Curriculum Farm Skills Training Guide. The assessment procedure has been agreed to and should be read in conjunction with the "definitions" and "wages" clauses of this award.

(b) The Assessment Panel shall consist of the following: Employer Nominee, Supervisor and the Appropriate Member of Advisory Council.

(c) The assessment will be based on criteria established by the National Core Curriculum and consistent in every instance of assessment. Success will be determined by the criteria outlined and tested by this document and the panel members' decision must be unanimous. Criteria in addition to that outlined in the National Core Curriculum, assessed by the nominated panel will be the Agricultural Training Officer's ability to demonstrate and communicate with the students.

(d) Reasons for the decision are to be made available to the Agricultural Training Officer.

(e) The assessment report will then be forwarded to the Co-ordinator of Agricultural Education to be processed as a reclassification. Further increments within the level, (excluding and unless Level 4) will be subject to annual review; however the progression from one classification to another is not restricted by a qualifying time period.

(f) In the event that an employee wishes to appeal against the result of the assessment, the following is to apply:

(i) The employee shall forward to the Co-ordinator of Agricultural Education for receipt within 14 days of the decision being made, a written statement outlining the reason and grounds for disputing the decision.

(ii) On receipt of such written statement, the employer shall notify the Union of that fact.

(iii) The employer may require the original assessment panel to comment in writing to the Co-ordinator stating the reasons for unsuccessful assessment.

(iv) A review panel will then be appointed to reassess the claim.

(v) The decision of the review panel will be accepted by the employer and by the Union as final.

(vi) Nothing in the foregoing shall be construed so as to limit or pre-empt the rights of any employee pursuant to the Industrial Relations Act 1979.

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

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

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

27. - MINIMUM WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01036

State Energy Commission of Western Australia Wages and Conditions 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.

30. - WAGES

(1) Wage rates

The total wage payable weekly to adult employees (other than apprentices) for 37.5 hours per week shall be as follows:

Level	Relativity	Wage Rate	ASNA	TOTAL
	%	$		
Non Trade Entry	80	395.40	206.30	601.70
Level 1	84	415.10	206.30	621.40
Level 2	88	434.90	206.30	641.20
Level 3	92	454.70	208.30	663.00
Level 4	96	474.40	208.30	682.70
Level 5	100	494.20	208.30	702.50
Level 6	105	518.90	206.30	725.20
Level 7	110	543.60	206.30	749.90
Level 8	115	568.30	208.30	776.60
Level 9	120	593.00	208.30	801.30

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

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

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

(2) Translation, Phasing in and Movement through the Broadband

Except for apprentices and junior employees, classifications will translate, phase-in and move through the broadband as follows:-

(a) Cable Jointer Trainee, Lineperson Trainee and Lineperson Trainee Old.

The classifications of Cable Jointer Trainee, Lineperson Trainee and Lineperson Trainee Old will translate from the classification, experience and service levels in columns A, B and C of Part I of Schedule 1 to the broadband rates set out in column D of that part of Schedule 1. Employees in such classifications will progress through the broadband in accordance with experience and/or service level changes for the duration of their training.

(b) Instrument/Electrical Fitter Stage I

Employees meeting the requirements of an Instrument/Electrical Fitter Stage I as provided in Clause 6. - Definitions shall receive a weekly all purpose allowance of $12.35 in addition to the wage rates set out in subclause (1) hereof for their classification until such time as they achieve the requirements of an Instrument/ Electrical Fitter as provided for in Clause 6. - Definitions at paragraph (f).

(c) Other classifications

(i) Classifications subject to phasing in

Classifications, experience and service levels shown in columns A, B and C of Part II of Schedule 1 will translate to the broadband rates set out in column D of that part of Schedule 1. Such classifications will progress through the broadband in accordance with columns E and F.

Provided that employees engaged or promoted after 7 August 1994 will be paid the rate for their classification prescribed in Column D of Schedule 1 with subsequent progression to the rate prescribed in Column E on 6 August 1995 and Column F on 4 August 1996.

(ii) Classifications not subject to phasing in

Classifications, experience and service levels not shown in columns A, B and C of Part II of Schedule 1 will translate to the levels shown in Schedule 2, and be paid in accordance with subclause (1) of this clause.

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

(4) Apprentices

(a) The weekly wage rate for all apprentices other than Instrument/Electrical Fitting apprentices shall be the appropriate percentage of $487.40 as specified hereunder.

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
3.5 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) The weekly wage rate for Instrument/Electrical Fitting apprentices shall be the appropriate percentage of $487.40 as specified hereunder:-

FOUR YEAR TERM	%
First Year	42
Second Year	55
Third Year	75
Fourth Year	96

(5) Junior Employees - Engineering and Gas

(a) Junior employees shall be paid the following percentages of $422.60 as specified hereunder -

	%
Under 16 years of age	35
16 - 17 years of age	45
17 - 18 years of age	55
18 - 19 years of age	65
19 - 20 years of age	78.5
20 - 21 years of age	93

(b) Notwithstanding the provisions of subclause (2) and paragraph (a) hereof, a junior employee over the age of 20 who has completed 12 months service as a Lineperson's Assistant or as a Gas Distribution Operator, shall be paid the Level 1 rate as prescribed in subclause (1) of this clause but subject to the provisions of paragraph (c) of subclause (2) of this clause.

In no other circumstances will a junior employee be paid other than his/her classified junior employee rate.

(c) Notwithstanding the provisions of paragraph (a) hereof, no junior employee will be engaged in Engineering Trades unless that employee has attained the age of 18 years.

(6) Leading Hands

A leading hand (i.e. an employee placed in charge of 3 or more other employees or otherwise classified by SECWA as a leading hand), shall be paid an additional all purpose allowance set out hereunder for 37.5 hours work -

		$
(a)	if in charge of not more than 10 other employees	16.60
(b)	if in charge of more than 10 and not more than 20 other employees	25.40
(c)	if in charge of more than 20 other employees	32.70

(7) Tool Allowance

(a) Where SECWA does not provide a tradesperson with the tools ordinarily required by that tradesperson in the performance of his/her work as a tradesperson, SECWA shall pay a weekly tool allowance for 37.5 ordinary hours work as follows:

	$
Bricklayers	10.70
Plasterers	12.30
Carpenters	14.90
Plumbers	14.90
Painters	3.70
Engineering Tradespersons	9.00

(b) Provided that where an employee works less than 37.5 ordinary hours, the employee shall only be entitled to payment of the tool allowance for the actual ordinary hours worked.

(c) Any tool allowance paid pursuant to paragraph (a) hereof to an engineering tradesperson, shall be included in, and form part of, the ordinary weekly wage for 37.5 hours' work prescribed in this clause.

(d) The tool allowance shall not be paid where SECWA supplies the employees with all necessary tools but the amount mentioned in paragraph (a) hereof shall be payable for each week in which SECWA supplies all necessary tools if the employee is intermittently required by SECWA to provide his/her own tools.

(e) The tool allowances prescribed in paragraph (a) hereof (with the exception of painters and engineering tradespersons) each include an amount of 8 cents for the purpose of enabling the employees to insure their tools against loss or damage by theft or fire.

(f) SECWA shall provide for the use of tradespersons all necessary power tools, special purpose tools and precision measuring instruments.

(g) A tradesperson shall replace or pay for any tools supplied by SECWA, if lost through his/her negligence.

(8) New Classification Structure & Transitional Arrangements

(a) Broadbanding

The parties to the Award have commenced the process of developing a new competency based classification structure by broadbanding the existing classifications into nine levels. The relativities and wage rates for these levels have been agreed as set out in subclause (1) hereof and provide the basis for lining up existing classifications without loss of pay as set out in Schedules 1 and 2. The nine level structure, wage rates and lining up of existing classifications will assist in the development of a competency based classification structure.

(b) Competency Based Classification Structure

The parties to the Award are committed to establishing a competency based classification structure by August 1994. The principles agreed between the parties in the SECWA Competency Standards Taskforce to develop and implement this structure are set out in Schedule 3.

(c) Transitional Arrangements

The following transitional arrangements will apply pending finalisation of the new competency based classification structure.

(i) The agreed new wages and broadbanded classification structure is set out in this clause. In the transition to this new structure the parties shall undertake appropriate consultation.

(ii) The existing classifications are lined up on the basis of existing wage rates and relativities into the nine levels as set out in Schedule 2. Upon translation to the broadbanded classification structure all employees will be recognised as possessing the skills normally associated with and included in the training which was undertaken to obtain their previous classification status. They will therefore be required to exercise the full extent of these skills without artificial restriction.

(iii) Employees will transfer to the new classification structure, without loss of pay.

(iv) Definitions are to be developed for each level, in accordance with the principles agreed between the parties referred to in paragraph (b) hereof. In the interim, levels 1 to 8 are described by the classification names assigned to those broadband levels set out in Schedule 2 but subject to the classification names, experience and service levels set out in Schedule 1. The level 9 definition is subject to the implementation of competency standards.

(v) In the transition period, promotion between levels will continue to be in accordance with existing promotional procedures.

(vi) Notwithstanding the provisions of Clause 7 - Mixed Functions of the Award, an employee will be deemed to be acting only if the employee is directed to perform the whole range of work of a classification which is at a higher level in the broadband as set out in Schedule 2. Such employees will be paid in accordance with existing procedures at the appropriate rate in Schedule 1 or, in the case of classifications not subject to phasing in, at the appropriate rate in Schedule 2.

(vii) New employees will be appointed to the level at which their classification, experience and service level translates to the broadband structure as provided in Schedule 1.

(9) Liberty to Apply

(a) The parties to this award have the liberty to apply to amend the wage rate for the classifications Instrument Electrical Fitter and Instrument Electrical Fitter Stage 1 in the event of the emergence of national standards in training, qualifications and work requirements relevant to those classifications.

(b) The unions party to this award have the liberty to apply to insert classification levels above Level 9 into the award.

2009 WAIRC 01037

Storemen (Government) Consolidated Award 1979

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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) It is a term of this Award that the Unions undertakes, for the duration of the Principles determined by the Commission in Court Session in Application No. 1940 of 1989, not to pursue any extra claims, award or over-award, except when consistent with the State Wage Principles.

(2) The rates of wages payable to employees under this award shall be as follows:

(a) Adults (Classification and Wage per week):

	BaseRate$	ArbitratedSafety NetAdjustments$	AwardRate$
Storeperson Level 4			
Grade 1	440.75	224.30	665.05
Grade 2	451.00	224.30	675.30
Grade 3	461.25	224.30	685.55
Storeperson Level 3			
Grade 1	421.28	222.30	643.58
Grade 2	427.43	222.30	649.73
Grade 3	433.58	222.30	655.88
Storeperson Level 2			
Grade 1	408.46	222.30	630.76
Grade 2	414.61	222.30	636.91
Grade 3	421.07	222.30	643.37
Storeperson Level 1			
Grade 1	397.70	222.30	620.00
Grade 2	402.83	222.30	625.13
Grade 3	407.95	222.30	630.25

(b) Junior Employees (percent of the wage prescribed for a Storeperson Level 1 Grade 1 in paragraph (a) above).

Under 16 years of age	43%
16 to 17 years of age	53%
17 to 18 years of age	62%
18 to 19 years of age	77%
19 to 20 years of age	83%
At 20 years of age	92%

(3) (a) A Level 1 Storeperson required to operate a walk beside power operated tow motor, or a ride on power operator pallet truck in the performance of his/her duties shall be paid an additional 33 cents per hour whilst so engaged.

(b) A Level 1 Storeperson required to operate a ride on power operated forklift, high lift stacker, high lift stock picker or a power operated overhead traversing hoist in the performance of his/her duties, shall be paid an additional 46 cents per hour whilst so engaged.

(4) Cold Chamber Allowances

(a) An employee shall receive an additional payment for every hour of which he/she spends 20 minutes or more in a cold chamber in accordance with the following:

In a cold chamber in which the temperature is:

(i) Below 0 degrees Celsius to -20 degrees Celsius:49 cents per hour

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

(5) Casual employees shall receive 20 per centum in addition to the rates prescribed in this clause.

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

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

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

2009 WAIRC 01038

Storemen IWD Pty Ltd 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.

10. - WAGES

The minimum rates of pay payable to adult workers under this award shall be as follows:

(1) WAGE RATES – ADULT

	Operative on and from the commencement of the first pay period on or after 1 October 2009 Award Rate$	ASNA	TOTAL
Storeman Grade 1 - Any other function not elsewhere included. Assisting at dump press Core sampling, by hand. Cutting bands to length for unitising. Fadging or boodling. Feeding wool into blending machines. Handling dried or semi-dried skins. Head marking or branding head of bale at receival or weighing. Inserting lot plates or dividers. Kicking back. Lobbing. Opening or closing bales. Pushing into or taking from elevators or drops. Sampling. Sewing. Weight adjusting. Wheeling baskets. Stacking including operating stacking machine. Hand trucking. Transporting bales by tow-motor or other self-propelled vehicle without power operated attachments (one trailer only). Unitising or banding of dumped bales	400.10	196.30	596.40
Storeman Grade 2 - Breaking out specified bales for shipping showing or blending. Breaking out from rail trucks or breaking down stacks of wool. Port marking and branding wool for shipment. Operating and in charge of dump press. Transporting bales by tow-motor or other self-propelled vehicle without power operated attachments (two or more trailers)	410.30	196.30	606.60
Storeman Grade 3 - Handling or hanging or drying green skins (including trottering or sheepskins). Handling hides including stacking and unstacking. Operating and in charge of skin press. Operating forklift or other self-propelled vehicle with power operated attachments used for lifting, transporting or stacking of bales. Operating bale tumbler and conveyor turntable or spur gates on receival system - Sheetman or fossicker. Wool pressing on show floor of working singly or operating hand press	410.60	196.30	606.90

	Operative on and from the commencement of the first pay period on or after 1 October 2009 Award Rate$	ASNA	TOTAL
Storeman Grade 4 -			
Leader of gang including a gang leader on interlotting prior to showing or a gang leader positioning or tightening up on show floor.			
Classing skins, furs or hides.			
Operating gantry multiple bale unloader.			
Sworn weigher or employee (including forklift driver) recording or carrying out clerical functions in receiving, weighing, delivering or shipping of bales including notifying locations of bales by radio	415.00	196.30	611.30
Storeman Grade 5 -			
Employee in charge of an out store.			
Head shipping clerk.			
Man in charge of skin or hide or produce store.			
Operating container handling equipment.			
Show floor leading hand	418.00	196.30	614.30
Storeman Grade 6 -			
Operating core and/or grab sampling machine	428.90	196.30	625.20
Wool Classer -			
Classing or sorting wool with or without mechanical aids in rehandling departments or stores	436.40	196.30	632.70
Overlooker -			
Overlooker in rehandling department overlooking:			
2 to 5 employees	443.60	196.30	639.90
6 or more employees	451.20	196.30	647.50

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

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

Increases in rates of pay otherwise 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) Adult Females

(a) An adult female worker employed in a classification listed in paragraph (b) hereof shall be paid the total wage for the respective male classification.

(b) Assisting at dump press

Checking bales for local delivery

Checking bales for transferring out

Countermarking

Inserting lot plates or dividers

Kicking back

Lot marking of bales

Opening or closing bales

Port marking and branding wool for shipment

Sampling

Sewing

Side marking or branding side of bale at receival

Sorting

Spotting

Star cutting

Sweeping

Ticketing

(c) Should any dispute arise as to suitable work for females the matter shall be referred to the Board of Reference for determination.

(3) An allowance of 5 per cent on so much of his average earnings per week exclusive of overtime as does not exceed the amount fixed from time to time for workers covered by the provisions of subclause 2(a) and 3(a) of this clause shall be paid to a weekly worker if he is employed in a wool store for any period of less than six successive calendar months unless such employment has been terminated voluntarily or on account of malingering, inefficiency, neglect of duty or misconduct.

Provided that in the event of any such worker being dismissed (except for malingering, inefficiency, neglect of duty or misconduct) within fourteen days prior to Christmas Day, he shall receive not less than one half week's wages by way of such allowance. That is to say, if the 5 per cent allowance on wages earned up to the time of dismissal is not equal to one half week's wages, then the half week's wage shall be paid, but if the 5 per cent allowance on wages earned up to the time of dismissal is in excess of one half week's wages, then the said 5 per cent allowance shall be paid but not half week's wages.

(4) Eighty two cents per hour in addition to the above rates shall be paid to any employee who actually handles "dead" wool.

(5) If an employee is required by the employer to act as a first aid attendant in any store, for so acting he/she shall be paid in addition to his/her ordinary rate of pay the sum of $1.85 per day.

(6) JUNIOR MALE WORKERS:-

Per cent of Grade 1 rate -	
17 years of age and under	70%
At 18 years of age	80%
At 19 years of age	90%
At 20 years of age	100%

2009 WAIRC 01039

Storemen's Rapid Metal Developments (Aust.) Pty. Ltd. 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

The minimum rates of pay payable to adult workers under this award shall be as follows:

Storemen		ASNA	Wage Per Week$
(1)	During the first 3 months	206.30	608.40
(2)	After 3 months' service	206.30	612.30
(3)	After 12 months' service	206.30	616.20

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

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

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

(4) An attendance bonus of $20.00 per week shall be paid as a flat amount each week except where an unauthorised absence takes place. Any time which an employee is absent from work on Annual Leave, Public Holidays, Bereavement Leave or paid sick leave shall not affect the payment of this allowance.

(5) Yard Supervisor in charge of other workers shall be paid an additional payment of $20.20.

2009 WAIRC 01040

Supermarkets and Chain Stores (Western Australia) Warehouse 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.

29. - WAGES

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

The following shall be the minimum weekly rate of wage payable to employees covered by this award on and from the commencement of the first pay period on or after 1 October 2009.

(1)

Adults		Rate per week for employees of Coles Supermarkets Australia$	Rate per week for employees of Woolworths (WA) Ltd$
(a)	Probationary Storeworker	637.50	651.30
(b)	Storeworker Grade 1		
	(i) During first 3 months' service	637.50	651.30
	(ii) After 3 months' service	641.30	655.20
	(iii) After 12 months' service	645.30	661.30
(c)	Storeworker Grade 2		
	(i) During first 3 months' service	642.80	657.20
	(ii) After 3 months' service	646.70	662.80
	(iii) After 12 months' service	650.50	666.70
(d)	Storeworker Grade 3		
	(i) During first 3 months' service	648.00	664.10
	(ii) After 3 months' service	651.80	668.10
	(iii) After 12 months' service	655.80	672.20
(e)	Storeworker Grade 4		
	(i) During first 3 months' service	662.90	677.50
	(ii) After 3 months' service	666.70	681.40
	(iii) After 12 months' service	670.70	685.60

(f) A storeworker who is required by the employer to be in charge of a store or warehouse or other employees, shall be paid the following all purpose amount in addition to the rate prescribed in paragraphs (b), (c), (d) and (e) of this subclause -

		Rate per week for employees of Coles Supermarkets Australia $	Rate per week for employees of Woolworths (WA) Ltd $
(i)	If placed in charge of a store or warehouse with no other employees or if placed in charge of less than three other employees	12.30	12.70
(ii)	If placed in charge of three or more other employees but less than ten other employees	22.40	23.20
(iii)	If placed in charge of ten or more other employees	40.50	41.90

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.

(2) The minimum rates of pay payable to junior employees covered by this award shall be the following percentage of the adult classification for such work performed.

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

(3) (a) An employee shall receive an additional payment for every hour of which he/she spends 20 minutes or more in a cold chamber in accordance with the following:

In a cold chamber in which the temperature is -

(i) Celsius - 50 cents per hour° Celsius to minus 20 °(i) Below 0

(ii) Celsius - 58 cents per hour° Celsius minus 25 °(ii) Below minus 20

(iii) Celsius - 67 cents per hour.°(iii) Below minus 25

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

2009 WAIRC 01041

Teachers' Aides' (Independent Schools) Award 1988

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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

The minimum hourly award rate of wage payable to employees covered by this award operative on and from the commencement of the first pay period on or after 1 October 2009 shall be:

(1) Teachers Aides

	Base Rate (Per Hour)$	Arbitrated Safety Net Adjustments (Per Hour)$	Minimum Award Rate (Per Hour)$
Step 1	9.35	7.10	16.45
Step 2	9.54	7.10	16.64
Step 3	9.74	7.10	16.84
Step 4	9.98	7.10	17.08
Step 5	10.27	7.10	17.37
Step 6	10.64	7.10	17.74
Step 7	10.95	7.10	18.05
Step 8	10.71	7.10	17.81
Step 9	11.02	7.10	18.12
Step 10	11.33	7.10	18.43
Step 11	11.63	7.10	18.73
Step 12	11.82	7.10	18.92
Step 13	11.96	7.10	19.06

Progression along the wages scale shall be by annual increment.

Level One

Teachers' Aides in Primary Schools, Pre-Primary Schools or Pre-Schools Teaching Assistants

Enter Step 1

Exit Step 4

Level Two

Teachers' Aides in Aboriginal Schools, where the required training has been completed.

Teachers' Aides involved in a Special Education Programme (a part-time programme for one or more students within a mainstream school).

Enter Step 2

Exit Step 5

Level Three

Teachers' Aides in Aboriginal Secondary Schools

Teachers' Aides in Special Education Centres (a full-time class, serving a region, within a mainstream school)

Enter Step 4

Exit Step 7

Level Four

Teachers' Aides in Aboriginal Schools on satisfactory completion of the first year of Aboriginal Teachers' Training Course

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or equivalent as agreed between the Union and the Respondents

Teachers' Aides in Special Education Schools (schools with limited enrolment to students with a particular disability)

Teaching Assistants who have completed initial training as detailed in the Aboriginal Teaching Assistants Programme Manual.

Enter Step 8

Exit Step 11

Teachers' Aides in Special Education Schools who have completed an approved "Classroom Assistant" Course at a recognised training institution

Teaching Assistants who have completed year 1 of the Diploma of Teaching or Bachelor of Education as specified in the Aboriginal Teaching Assistants Programme Manual.

Step 12

Level Five

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications as agreed between the Union and the Respondents

Teachers' Aides in Aboriginal Schools on satisfactory completion of the second year of Aboriginal Teachers' Training Course

Teaching Assistants who have completed year 2 of the Diploma of Teaching or Bachelor of Education as specified in the Aboriginal Teaching Assistants Programme Manual.

Step 13

(2) A Teachers' Aide left in charge of pupils for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

			Base Rate (Per Hour)$	Arbitrated Safety Net Adjustments (Per Hour)$	Min. Hourly Award Rate (Per Hour)$
(3)	(a)	Child Care Workers			
		1st year of experience	11.19	6.98	18.17
		2nd year of experience	12.37	6.98	19.35
		3rd year of experience	13.00	6.98	19.98
		4th year of experience	13.63	7.04	20.67
		5th year of experience	14.27	7.04	21.31

(Editor's Note: ASNA rate is divided by 32.5 hours and discounted by a factor of 48.5/52. Refer decision in Appl 558 of 1989, refer 71 WAIG at 188)

(b) An employee left in charge of pupils for a full session or more shall be paid no less than the rate applicable to a Child Care Worker in their fifth year of employment for the whole period they are in charge.

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

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

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

(7) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the "year of employment" at which an employee is appointed and paid.

(8) A casual employee shall be paid 20 percent in addition to the rates prescribed in this clause.

2009 WAIRC 01042

Teachers' Aides' Award, 1979

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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) (a) The total minimum hourly award rate payable to employees covered by this award operative on and from the commencement of the first pay period on or after 1 October 2009.

	Base Rate(Per Hour)$	Arbitrated SafetyNet Adjustments(Per Hour)$	MinimumAward Rate(Per Hour)$
Step 1	9.35	7.10	16.45
Step 2	9.54	7.10	16.64
Step 3	9.74	7.10	16.84
Step 4	9.98	7.10	17.08
Step 5	10.27	7.10	17.37
Step 6	10.64	7.10	17.74
Step 7	10.95	7.10	18.05
Step 8	10.71	7.10	17.81
Step 9	11.02	7.10	18.12
Step 10	11.33	7.10	18.43
Step 11	11.63	7.10	18.73
Step 12	11.82	7.10	18.92
Step 13	11.96	7.10	19.06

Progression along the wages scale shall be by annual increment.

Level One

Aboriginal Education Workers in Aboriginal Schools, Early Childhood Education or Transport.

Teachers Aides in Junior Primary Schools, Pre-primary Schools or Pre-schools.

Bus Wardens

Step 1 to Step 4, inclusive

Step 1	9.35	7.10	16.45
Step 2	9.54	7.10	16.64
Step 3	9.74	7.10	16.84
Step 4	9.98	7.10	17.08

Level Two

Aboriginal Education Workers in Aboriginal Schools, or Early Childhood Education where the required in-service training has been completed.

Teacher Aide in Education Support Units.

Step 2 to Step 5, inclusive.

Step 2	9.54	7.10	16.64
Step 3	9.74	7.10	16.84
Step 4	9.98	7.10	17.08
Step 5	10.27	7.10	17.37

Level Three

Aboriginal Education Workers where a basic child care course has been completed.

Special Aboriginal Education Worker placements in Secondary Schools.

Teacher Aide in Education Support Centres.

Step 4 to Step 7, inclusive.

	Base Rate(Per Hour)$	Arbitrated SafetyNet Adjustments(Per Hour)$	MinimumAward Rate(Per Hour)$
Step 4	9.98	7.10	17.08
Step 5	10.27	7.10	17.37
Step 6	10.64	7.10	17.74
Step 7	10.95	7.10	18.05

Level Four

Aboriginal Education Workers on satisfactory completion of the first year of Aboriginal Teachers' Training Course.

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union.

Ethnic Aides,

Regional Kindergarten Aides,

Rural Integration Programme Aides,

Teacher Aides in Education Support Schools.

Step 8 to Step 11, inclusive.

Step 8	10.71	7.10	17.81
Step 9	11.02	7.10	18.12
Step 10	11.33	7.10	18.43
Step 11	11.63	7.10	18.73

Teachers' Aides in Education Support Schools, Regional Kindergarten Assistants or Ethnic Aides who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union; and who have completed four years of service, or equivalent.

Step 12	11.82	7.10	18.92

Level Five

Aboriginal Education Workers on satisfactory completion of the second year of Aboriginal Teachers' Training Course.

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications approved by the Minister as being appropriate after consultation with the Union.

Step 13	11.96	6.75	19.06

(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 01043

Teachers (Public Sector Primary and Secondary Education) Award 1993

(1) No employee aged 21 or more shall be paid less than the 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 – SALARIES

PART 1 – WAGES ADJUSTED BY ARBRITRATED SAFETY NET ADJUSTMENTS

TABLE I – TEACHERS AND SCHOOL ADMINISTRATORS

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 1			
1.1	21317	11180	32497
1.2	22446	11180	33626
1.3	23764	11285	35049
1.4	24807	11285	36092
1.5	26439	11181	37620
1.6	28020	11181	39201
1.7	30085	11285	41370
1.8	31460	11285	42745
1.9	33700	11285	44985

TABLE I – TEACHERS AND SCHOOL ADMINISTRATORS—*continued*

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 2			
2.1	34748	11180	45928
2.2	36204	11180	47384
2.3	38950	11180	50130
Teachers Lecturers (Senior Colleges)			
Level 3			
3.1	41782	11180	52962
3.2	43406	11180	54586
3.3	45245	11180	56425

Principal of Primary School (< 100 students)

Principal of Education Support School (< 40 students)

Principal of Agricultural School/College (< 40 students)

Deputy Principal District High School (Secondary)

Deputy Principal District High School (Primary) (< 200 students)

Deputy Principal of Primary School

Programme Co-ordinator (Primary) - Distance Education

Head of Department - Secondary Schools (previously known as Senior Teacher)

Programme Co-ordinator - (previously limited tenure Senior Teacher positions)

Senior Lecturer - Senior College

Deputy Principal Education Support School (>40 students)

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 4			
4.1	47262	11180	58442
4.2	48524	11180	59704
4.3	49786	11180	60966

Principal of Agricultural School (40 to 80 students)

Principal of Primary School (100 to 300 students)

Principal of Education Support School (40 to 80 students)

Deputy Principal High and Senior High Schools (provided that Deputy Principals of High and Senior High Schools with an enrolment of > 600 students may progress to the minimum of Level 5)

Deputy Principal District High School (Primary)(> 200 primary students)

Deputy Principal - Distance Education

Head of School - Senior College

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 5			
5.1	51589	11180	62769
5.2	53318	11180	64498
5.3	55052	11180	66232

Principal of Primary School (301 to 700 students)

Principal of District High School (150 to 450 students)

Principal of Agricultural College (> 80 students)

Principal of Education Support School (> 80 students)

Vice Principal - Distance Education

Deputy Principal - Senior College

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 6			
6.1	57946	11180	69126
6.2	59680	11180	70860
6.3	61409	11180	72589
Principal High and Senior High School			
Principal of Primary School (> 700 students)			
Principal - Distance Education Centre			
Principal of Senior College			

TABLE II – EDUCATION OFFICERS

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 1			
Education Officer	31651	11285	42936
School Support Officer	33462	11285	44747
	35269	11180	46449
	37080	11180	48260
	38887	11180	50067
	40695	11180	51875
	42035	11180	53215
Level 2			
Education Officer	43379	11180	54559
	45003	11180	56183
	46841	11180	58021
Level 3			
Senior Education Officer	48859	11180	60039
Consultant	50120	11180	61300
	51383	11180	62563

TABLE III – SCHOOL DEVELOPMENT OFFICERS

The following salary scale shall be paid to employees employed as School Development Officers:

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 1			
1.1	30599	11285	41884
1.2	32411	11285	43696
1.3	34218	11180	45398
1.4	36029	11180	47209
1.5	37832	11180	49012
1.6	39640	11180	50820
1.7	40984	11180	52164

TABLE IV – COUNSELLING ASSISTANTS

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level	21830	11180	33010
	23150	11180	34330
	24446	11285	35731
	25756	11181	36937
	27297	11181	38478
	28883	11285	40168
	30513	11285	41798
	32151	11285	43436
	33563	11285	44848
	34969	11180	46149
	36395	11180	47575

TABLE V – GUIDANCE OFFICERS

The following salary scale shall be paid to employees employed as Guidance Officers:

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Guidance Officer, Grade II	24031	11285	35316
	25360	11285	36645
	26666	11181	37847
	27969	11181	39150
	29575	11285	40860
	31207	11285	42492
	32846	11285	44131
	34482	11180	45662
	35898	11180	47078
	37317	11180	48497
	38742	11180	49922
Guidance Officer, Grade I	38863	11180	50043
	39577	11180	50757
	40295	11180	51475
	41009	11180	52189
	41728	11180	52908

TABLE VI – SCHOOL PSYCHOLOGISTS

The following salary scale shall be paid to employees employed as School Psychologists:

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Level 1			
School Psychologist (Provisional)	29087	11285	40372
School Psychologist	30896	11285	42181
	32707	11285	43992
	34514	11180	45694
	36321	11180	47501
Level 2			
School Psychologist	38128	11180	49308
	39939	11180	51119
	41564	11180	52744
	43191	11180	54371
Level 3			
Senior School Psychologist	45790	11180	56970
	46829	11180	58009
	47870	11180	59050
Level 4			
Principal School Psychologist	49315	11180	60495
	50339	11180	61519
	51383	11180	62563

(1) School Psychologists, Level 1 shall progress to School Psychologist, Level 2 on having met the following:

(a) Full registration status with the Psychologists Board of Western Australia; and

(b) Having served twelve months on the maximum of School Psychologist, Level 1.

(2) An employee on Table I wishing to transfer to the School Psychology Service shall transfer to the closest salary higher, plus one increment, to the maximum of Level 2 of Table VI. An employee who transfers to a salary in Level 2, Table VI shall be deemed to be Level 1, Table VI for all purposes other than salary.

PART 2 – EXPIRED INDUSTRIAL AGREEMENT WAGES

The wage rates contained in this part have been incorporated from the School Education Act Employees' (Teachers and Administrators) General Agreement 2006 (AG 63 of 2006), are applicable to some employees covered by this award, and are not to be subject to arbitrated safety net adjustments.

Education Officers

Salaries for Education Officers shall be paid in accordance with the following table:

Level	Salary – effective February 2008 (not to be subject to ASNAs)
1.1	$56,445
1.2	$59,632

Level—*continued*	Salary – effective February 2008 (not to be subject to ASNAs)
1.3	$62,812
1.4	$65,999
1.5	$69,180
1.6	$72,362
1.7	$74,723
2.1	$77,087
2.2	$79,928
2.3	$83,121
3.1	$86,625
3.2	$88,815
3.3	$91,008

School Development Officers

Salaries for School Development Officers shall be paid in accordance with the following table:

Level	Salary – effective February 2008 (not to be subject to ASNAs)
1.1	$54,593
1.2	$57,781
1.3	$60,963
1.4	$64,150
1.5	$67,324
1.6	$70,505
1.7	$72,869

Directors Schools, District Directors and Area Directors

Salaries for Directors shall be paid in accordance with the following tables:

Level	Salary – effective February 2008 (not to be subject to ASNAs)
Year 1*	
Year 2	$117,778
Year 3	$122,293
Year 4	$125,117
Area Directors	
Year 1	$99,503
Year 2	$103,266
Year 3	$107,959

*Collapsed into current year 2 rates from 1 January 2007

Teachers

Salaries for Teachers shall be paid in accordance with the following table:

Level	Salary – effective February 2008 (not to be subject to ASNAs)
LEVEL 1.1	$37,009
LEVEL 1.2	$38,932
LEVEL 1.3	$41,177
LEVEL 1.4	$42,953
LEVEL 1.5	$45,733
LEVEL 1.6	$48,425
LEVEL 1.7	$52,837
LEVEL 1.8	$58,097
LEVEL 2.1	$60,330
LEVEL 2.2	$62,811

Level —*continued*	Salary – effective February 2008 (not to be subject to ASNAs)
LEVEL 2.3	$67,038
LEVEL 2.4	$69,132
Senior Teacher 1	$70,868
Senior Teacher 2	$72,844
Level 3.1 Classroom Teacher	$76,132
Level 3.2 Classroom Teacher	$77,744

Casual Classroom Teachers

Casual classroom teachers shall be paid in accordance with the following rates, expressed as a daily rate:

Level	Daily Rate – effective February 2008 (not to be subject to ASNAs)
LEVEL 1.1	$140.00
LEVEL 1.2	$147.29
LEVEL 1.3	$155.76
LEVEL 1.4	$162.50
LEVEL 1.5	$173.01
LEVEL 1.6	$183.19
LEVEL 1.7	$199.93
LEVEL 1.8	$219.78
LEVEL 2.1	$228.25
LEVEL 2.2	$237.63
LEVEL 2.3	$253.60
LEVEL 2.4	$265.04
LEVEL 3.1	$291.88
LEVEL 3.2	$298.06

Administrators

School Administrators salaries shall be paid in accordance with the following table:

Level	Salary – effective February 2008 (not to be subject to ASNAs)
3.1	$77,744
3.2	$80,708
3.3	$84,053
3.4	$85,209
4.1	$87,718
4.2	$90,012
4.3	$92,307
4.4	$93,464
5.1	$95,583
5.1A*	$96,703
5.2	$98,727
5.3	$101,880
5.4	$103,036
6.1	$107,140
6.2	$110,594
6.3	$113,437
6.4	$114,593

School Psychologists

Salaries for School Psychologists shall be paid in accordance with the following table:

Level	Salary – effective February 2008 (not to be subject to ASNAs)
1.1	$51,932
1.2	$55,115
1.3	$58,302
1.4	$61,484
1.5	$64,664
2.1	$67,845
2.2	$71,032
2.3	$73,891
2.4	$76,756
Senior School Psychologist 1	$81,294
Senior School Psychologist 2	$83,098

Part Time Specially Organised Class (PTSOC) Teachers

PTSOC Teachers shall be paid in accordance with the following table, which is inclusive of the casual loading:

PTSOC Teachers	Hourly rate – effective February 2008 (not to be subject to ASNAs)
Instructor	$32.62
Pianist - Accompanist	$22.33

Internal Relief

An employee who is directed to undertake internal relief work during the minimum time set aside for release from face-to-face teaching will be paid at:

Level	Hourly rate – effective February 2008 (not to be subject to ASNAs)
	$32.43

Notwithstanding the rate specified above, employees at the following levels will be paid internal relief at:

Level	Hourly rate – effective February 2008 (not to be subject to ASNAs)
1.8	$34.70
2.1	$35.78
2.2	$37.26
2.3	$41.25
2.4	$43.86

Senior Colleges – Canning And Tuart Colleges

Casual employees at the Canning and Tuart Senior Colleges are to be paid in accordance with the following rate, inclusive of the 20% loading.

	Hourly rate – effective February 2008 (not to be subject to ASNAs)
Hourly Rate	$48.93

Swimming Instructors

The minimum in term lesson rate and vacation swimming hourly rate of wage payable to employees covered by this Part shall be as outlined below inclusive of casual loading:

Classification	Hourly rate – effective February 2008 (not to be subject to ASNAs)
Level 1 Instructor (In-term)	$19.61
Level 1 Instructor(Vacation)	$21.39
Level 2 Instructor (In-term)	$20.25
Level 2 Instructor (Vacation)	$22.10
Level 3 Instructor (In-term)	$21.30
Level 3 Instructor (Vacation)	$23.26
Swimming Supervisor (In-term) 1 - 5 Staff	$23.50
Swimming Supervisor (Vacation)1 - 5 Staff	$25.65
Swimming Supervisor (In-term) 6 - 10 Staff	$26.52
Swimming Supervisor (Vacation) 6 – 10 Staff	$28.93
Swimming Supervisor (In-term) 11+ Staff	$28.80
Swimming Supervisor (Vacation) 11+ Staff	$31.43

2009 WAIRC 01044

Teachers (Public Sector Technical and Further Education) Award 1993

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 SCALE

(1) Employees shall be paid salaries and additional payments in accordance with the provisions of this clause. The pay rates set out in this clause were last varied on and from the commencement of the first pay period on or after 1 October 2009.

(2) LECTURERS/COUNSELLORS

(a) The following salary scale shall apply to Lecturers and Counsellors.

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Grade 1	28188	11180	39368
Grade 2	29611	11284	40895
Grade 3	31035	11284	42319
Grade 4	32459	11284	43743
Grade 5	33882	11284	45166
Grade 6	35306	11179	46485
Grade 7	36730	11179	47909
Grade 8	38154	11179	49333
Grade 9	39577	11179	50756
Grade 10	41000	11179	52179

(b) Except as otherwise provided in this award, progression along the salary scale shall be by annual increments and shall be dependent upon satisfactory service.

(c) A lecturer/counsellor who has not had a satisfactory report may not advance further than 3 annual increments from grade of appointment.

(d) Progression beyond two increments from grade of appointment is dependent on attaining an approved teaching qualification.

(e) An individual's commencement salary grade shall meet the following minimum conditions:-

(i) Grade 1:- Certificate, plus 5 years trade experience or basic qualification and/or criteria necessary to perform the position.

(ii) Grade 2:- The attainment of 3 years trained status as defined or equivalent to UG2 status.

(iii) Grade 3:- The attainment of 4 years trained status as defined or equivalent to UG1 status.

(iv) Grade 4:- The attainment of 5 years trained status as defined or equivalent to PG1 status.

(f) A Counsellor must be a 'Registered Psychologist' in accordance with the provisions of the Psychologists Registration Act 1976.

(3) ADVANCED SKILLS LECTURER 1 (ASL1)

ADVANCED SKILLS COUNSELLOR 1 (ASC1)

Point	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
1	42538	11179	53717
2	44075	11179	55254
3	45612	11179	56791

Progression to ASL1 and ASC1 will be contingent upon meeting the specified criteria, in Appendices 1 and 2 respectively.

(4)

	Minimum Salary $ per annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
ADVANCED SKILLS LECTURER 2 (ASL 2) ADVANCED SKILLS COUNSELLOR 2 (ASC 2) CURRICULUM OFFICER LEVEL 2 (CO 2)	47150	11179	58329

Progression to ASL2 or ASC2 or Curriculum Officer Level 2 will be available to, in the case of Lecturer ASL1's, Counsellors ASC1's and Curriculum Officer Level 1's subject to meeting the specified criteria, in Appendices 3, 4 and 5 respectively.

(5) PROMOTIONAL POSITIONS

(a) Curriculum Officer Level 1 (CO 1)

Regional Co-Ordinator

Point	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
1	42538	11179	53717
2	44075	11179	55254
3	45612	11179	56791

Selection for CO1 will be based on the specified criteria in Appendix 6.

Regional Co-ordinator positions are currently classified as Education Officer 1 for which criteria, duties and roles are already established. They are Education Act promotional positions.

(b)

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Head of Program Centre Manager 1	47150	11179	58329

Selection for Head of Program and Centre Manager 1 will be based on the specified criteria in Appendices 7 and 8 respectively.

(c)

	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
Principal Lecturer Centre Manager 2 Senior Counsellor Senior Curriculum Officer	49200	11179	60379

Selection for Principal Lecturer, Senior Counsellor and Senior Curriculum Officer will be based on the specified criteria in Appendices 9, 10 and 11 respectively.

Selection Criteria for Centre Manager 2 are subject to further negotiation between the parties.

(d)

Associate DirectorPoint	Minimum Salary $ Per Annum	Safety Net Adjustment $ per annum	Total Salary $ per annum
1	49200	11179	60379
2	52275	11179	63454

(6) ALLOWANCES AND ADDITIONAL PAYMENTS

(a) Lecturers approved to undertake special projects or administrative duties determined by the Executive Director shall have their annual salary increased by:-

	Allowance $ Per Annum
Special Projects	2050
Administrative Duties:	
- 4 year trained	1141
- Other	939

(b) Lecturers may be transferred to undertake special projects for a period up to two years with an option for a further 12 months. These officers will progress on the lecturing scale as provided in this clause. At the completion of the project the lecturer will revert to his or her new substantive salary on the lecturing scale.

(7) HOLIDAY LOADING

(a) Employees shall be paid a loading of 17-1/2 percent of current salary when proceeding on annual leave. The loading shall be calculated with respect to a maximum of four weeks annual leave provided that the amount of such loading shall not exceed the amount set out in the Australian Bureau of Statistics publication for average weekly earnings per male employed unit in Western Australia for the September quarter in the year immediately proceeding the date leave is taken.

(b) For the purposes of this clause there shall be no distinction between permanent and temporary employees.

(c) Any employee employed for not less than one continuous month shall be entitled to a holiday loading on a pro-rata basis for each continuous month's service.

(d) Any employee who works for a period within the school year which extends over term or semester vacations will be credited with service for such vacation period or periods.

(8) ARBITRATED SAFETY NET ADJUSTMENT

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

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

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

(9) PART TIME EMPLOYEES

(a) A part-time employee shall receive salaries and allowances on a pro rata basis in the proportion that the working time worked bears to that of a full time employee.

(b) A part-time employee shall work for such period of time as is in inverse proportion to the part-time hours before being eligible for an increment in basic salary or additional payment.

(c) A part time employee shall accrue entitlement to all leave provided for in this award, at the same rate as a full time employee but shall be paid on a pro rata basis in the proportion that the time worked bears to full time.

9. - ADDITIONAL-TIME TEACHING AND CASUAL TEACHING

(1) The additional-time hourly rates applicable to all employees full time or fractional, shall be calculated as follows:

Base annual salary divided by 1117.84, provided that the maximum rate shall be that payable to an ASL 1, point 3.

(2) Rates of Payment - Casual Work:

Rates of payment for people employed to teach on an hourly casual basis shall be based on level of subjects taught:

Teaching		Rates (Per Class Hour)$	A.S.N.A.$	TOTAL HOURLY RATE
Adult Education	Level 1	22.80	9.73	32.53
Certificate or Labour Markets Programs	Level 2	32.60	9.73	42.33
Associate Diploma/Advanced Certificate Small Business Management	Level 3	40.30	9.73	50.03

(EDIT NOTE: The A.S.N.A. amount is divided by 22 refer 75 WAIG 1736.)

2009 WAIRC 01045

Telfer Gold Mine Fly In/Fly Out 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.

5. – ANNUALISED WAGES

The annualised wages payable under the provisions of this Award for an employee shall be the total of the annual wage for that employee's classification set out in subclause (1) below, plus the annual service payment applicable to the individual employee set out in subclause (2) below plus the Telfer allowance set out in subclause (6) below.

The annual wage covers all payments for the performance of all duties in accordance with the roster and the employee's classification and includes consideration for all allowances, other than those specifically referred to in subclauses (4) and (6) below, including all previously applicable allowances and disabilities associated with cycle work and the periods of duty, all the circumstances related to Telfer, isolation, heat, dust, the absence of the amenities normally found in a town or city environment, the lack of normal home amenities, compensation and penalty payments related to all hours worked in accordance with the roster and work on Saturdays and Sundays, public holidays and annual leave loading.

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.

(1)

Classification	Total Annual Salary $
(a) Mine Employees	
Level 1	62671
Level 2	64926
Level 3	66241
Level 4	66796
Level 5	67899
Level 6	69227
(b) Mill Employees	
Level 1	63199
Level 2	65454
Level 3	66504
Level 4	67060
Level 5	68163
Level 6	69491
(c) Laboratory Employees	
Level 1	63199
Level 2	65454
Level 3	66504
Level 4	67060
(d) Metallurgical Laboratory Employees	
Level 1	65959
Level 2	66502
(e) Warehouse Employees	
Level 1	63199
Level 2	65454
Level 3	66504
(f) Metal Employees	
Grade M0	63974
Grade M1	65621
Grade M2	67279
(g) Metal Tradespersons	
Level 1	70265
Level 2	72510
Level 3	74755
Level 4	77000
(h) Electrical Employees	
Grade E0	63974
Grade E1	65621
Grade E2	67279
(i) Electrical Tradespersons	
Level 1	73596
Level 2	75840
Level 3	78085
Level 4	80330
(j) Crane Driver	
Level 1	66504
Lifting capacity up to and including 15 tonnes	
Level 2	67060
Lifting capacity over 15 tonnes and up to but not including 50 tonnes	
Level 3	68163
Lifting capacity over 50 tonnes and up to 120 tonnes	
Level 4	69491
Lifting capacity over 50 tonnes and up to 120 tonnes and has passed the Skills and Applications Techniques as in documentation recorded in Commission File 964/93	
(k) Geology Field Assistants	
Level 1	63199
Level 2	65454
Level 3	66504
Level 4	67060

(2) Employees shall be paid a service payment at the rate of the following amounts per year.

	$
Six to nine months service	1,263
Nine to twelve months service	1,874
One to two years service	2,569
Two to three years service	3,107
Three to four years service	3,551
Four to five years service	4,064
Five to six years service	4,516
Six to seven years service	5,059
Seven years and thereafter	5,694

(3) Apprentices: (annual wage expressed as a percentage rate shown for a metal or electrical tradesperson's level 1).

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

(4) Leading Hands:

(a) Leading Hands shall be paid the following allowances per rostered cycle or pro-rata for part thereof in addition to the prescribed annualised wage.

If placed in charge of:	$
not less than 2 but not more than 5 employees	92.90
not less than 6 but not more than 10 employees	127.70
not less than 11 but not more than 20 employees	167.60
more than 20 employees	216.90

(b) Marking off/or Template Marking Allowance

Metal tradespersons, the greater part of whose time is occupied in marking off/or template marking shall be paid an additional amount of $26.60 per cycle on the normal annualised wage rate prescribed in subclause (1)(g) of this Clause.

(5) Reclassifications

(a) In the event that there is a claim for reclassification by an existing employee to a higher level under the 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 parties agree that the grievance and disputes procedure set out in Clause 18. - Grievance and Disputes Procedure, of this Award will be followed.

(b) In the event the employer claims an employee does not possess the necessary skill and knowledge to be reclassified to a higher level, the parties agree the Award grievance and dispute procedure set out in Clause 18. – Grievance and Disputes Procedure of this Award will be followed.

(6) Telfer Allowance

Employees shall be paid an allowance of $1,117.50 per annum to cover all site conditions pertaining to employment by Newcrest Mining Limited not otherwise provided for in this Award and all matters associated with cycle work on a fly in/fly out basis.

(7) The annualised wages referred to in the preamble of this clause, include the 4.5% wage increase granted by the employer pursuant to the Telfer Gold Mine Enterprise Agreement 1993 which was registered by the Western Australian Industrial Relations Commission on 21 February 1994.

APPENDIX ONE - MAKE UP OF TOTAL WAGE

This appendix shows how the total wages paid to employees under this award are made up. It details both base wage rates and safety net adjustments as well as the total rate published above in Clause 5. – Annualised Wages.

(1)	Classification	Annual BaseWage $	ASNA $	Total Annual Salary $
(a)	Mine Employees			
	Level 1	50136	12535	62671
	Level 2	52391	12535	64926
	Level 3	53706	12535	66241
	Level 4	54261	12535	66796
	Level 5	55364	12535	67899
	Level 6	56692	12535	69227
(b)	Mill Employees			
	Level 1	50664	12535	63199
	Level 2	52919	12535	65454
	Level 3	53969	12535	66504
	Level 4	54525	12535	67060
	Level 5	55628	12535	68163
	Level 6	56956	12535	69491
(c)	Laboratory Employees			
	Level 1	50664	12535	63199
	Level 2	52919	12535	65454
	Level 3	53969	12535	66504
	Level 4	54525	12535	67060
(d)	Metallurgical Laboratory Employees			
	Level 1	53424	12535	65959
	Level 2	53967	12535	66502
(e)	Warehouse Employees			
	Level 1	50664	12535	63199
	Level 2	52919	12535	65454
	Level 3	53969	12535	66504
(f)	Metal Employees			
	Grade M0	51439	12535	63974
	Grade M1	53086	12535	65621
	Grade M2	54744	12535	67279
(g)	Metal Tradespersons			
	Level 1	57730	12535	70265
	Level 2	59975	12535	72510
	Level 3	62220	12535	74755
	Level 4	64465	12535	77000
(h)	Electrical Employees			
	grade E0	51439	12535	63974
	grade E1	53086	12535	65621
	Grade E2	54744	12535	67279
(i)	Electrical Tradespersons			
	Level 1	61061	12535	73596
	Level 2	63305	12535	75840
	Level 3	65550	12535	78085
	Level 4	67795	12535	80330
(j)	Crane Driver			
	Level 1	53969	12535	66504
	Lifting capacity up to and including 15 tonnes			
	Level 2	54525	12535	67060
	Lifting capacity over 15 tonnes and up to abut not including 50 tonnes			
	Level 3	55628	12535	68163
	Lifting capacity over 50 tonnes and up to 120 tonnes			
	Level 4	56956	12535	69491
	Lifting capacity over 50 tonnes and up to 120 tonnes and has passed the Skills and Applications Techniques as in documentation recorded in Commission File 964/93			
(k)	Geology Field Assistants			
	Level 1	50664	12535	63199
	Level 2	52919	12535	65454
	Level 3	53969	12535	66504
	Level 4	54525	12535	67060

2009 WAIRC 01046

Theatrical Employees (Perth Theatre Trust) Award No. 9 of 1983

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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. – RATES OF PAY

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

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

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

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

			MINIMUM RATE	SUPPLE-MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
			$	$	$	$
(1)		Stage Management Section				
	(a)	Technical Stage Manager	500.40	8.00	244.30	752.70
	(b)	Stage Manager	472.40	8.00	246.30	726.70
	(c)	Assistant Stage Manager	390.00	8.00	244.30	642.30

			MINIMUM RATE	SUPPLE-MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
			$	$	$	$
(2)		Mechanical Department				
	(a)	Workshop				
	(i)	Head carpenter	460.40	8.00	246.30	714.70
	(ii)	Carpenter	406.30	8.00	244.30	658.60
	(iii)	Carpenter's assistant	357.50	8.00	244.30	609.80
	(b)	Stage				
	(i)	Head mechanist/head road manager	460.40	8.00	246.30	714.70
	(ii)	Mechanist/head flyman/road manager	406.30	8.00	244.30	658.60
	(iii)	Stage hand/flyman	357.50	8.00	244.30	609.80
		Loading for stage hands in charge of side/revolve truck: 8 per cent.				
(3)		Electrical/Lighting Department				
	(a)	Head electrician	460.40	8.00	246.30	714.70
	(b)	Electrician/main switchboard operator	406.30	8.00	244.30	658.60
	(c)	Electrical hand	357.50	8.00	244.30	609.80
		Loading for electrical hand who is required to operate spots/auxiliary switchboard/visual effects: 8 per cent.				
(4)		Audio Department				
	(a)	Head audio technician	460.40	8.00	246.30	714.70
	(b)	Audio operator	406.30	8.00	244.30	658.60
	(c)	Audio hand	357.50	8.00	244.30	609.80
		N.B. Where there is no separate audio department the audio operator/hand shall be classified under (3) Electrical/Lighting Department.				
(5)		Wardrobe Section				
	(a)	Workshop				
	(i)	Head of wardrobe	460.40	8.00	246.30	714.70
	(ii)	Cutter/tailor/ wigmaker/milliner	406.30	8.00	244.30	658.60
	(iii)	Seamstress/maintenance hand/buyer/costume jeweller	357.50	8.00	244.30	609.80
	(b)	Stage				
	(i)	Head of department	460.40	8.00	246.30	714.70
	(ii)	Wardrobe hand/dresser/valet	406.30	8.00	244.30	658.60
(6)		Property Department				
	(a)	Workshop				
	(i)	Property master/mistress	460.40	8.00	246.30	714.70
	(ii)	Property maker	406.30	8.00	244.30	658.60
	(iii)	Property hand	357.50	8.00	244.30	609.80
	(b)	Stage				
	(i)	Property master/mistress	460.40	8.00	246.30	714.70
	(ii)	Property hand	357.50	8.00	244.30	609.80
(7)		Art Department				
	(a)	Scenic Artist	460.40	8.00	246.30	714.70
	(b)	Assistant scenic artist	406.30	8.00	244.30	658.60
	(c)	Artist's labourer	357.50	8.00	244.30	609.80
(8)		Services				
	(a)	Receptionist/telephonist (enquiry clerk)	348.30	8.00	244.30	600.60
	(b)	Firefighter				597.70
	(c)	Utility person	349.40	8.00	244.30	601.70
	(d)	Stage Door Keeper				597.70
(9)		Cleaners				
	(a)	Head cleaner	371.50	8.00	244.30	623.80
	(b)	Cleaner	364.10	8.00	244.30	616.40
		Engaged by the hour (with a minimum payment as of three and a half hours).				

		MINIMUM RATE	SUPPLE-MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
(9)	Cleaners—*continued*				
		$			
	8.00 a.m. to 6.00 p.m.	17.38			
	6.00 p.m. to midnight	25.09			
	midnight to 8.00 a.m.	32.80			
(10)	Skilled labour not classified elsewhere	460.40	8.00	246.30	714.70
(11)	Unskilled labour not classified elsewhere				597.70

(12) Additional Rates

Persons employed as casuals in the following classifications shall be paid the specified hourly amounts in addition to the wage provided elsewhere:

		MINIMUM RATE	SUPPLE-MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
		$	$	$	$
	Main switchboard operator	1.70			
	Head flyman	1.52			
	Person in charge of side	0.70			
(13)	Front of House	$	$	$	$
(a)	Senior Booking Office Supervisor	498.80	8.00	246.30	753.10
(b)	Head Booking Clerk (i.e. one who supervises the staff)	467.00	8.00	246.30	721.30
(c)	Booking Clerk (including party bookings)	438.90	8.00	244.30	691.20
(d)	Ticket Seller	384.30	8.00	244.30	636.60
(e)	Programme/concession sellers/ushers/ticket takers/cloakroom attendant	348.30	8.00	244.30	600.60

Booking clerks and ticket sellers shall not be held responsible for cash shortages when they are instructed to allow another employee (including the manager of the venue) access to their cash or tickets during a selling period

7. - CONTRACT OF SERVICE

(1) All employees on a permanent staff shall be engaged by the week unless a longer period of engagement be agreed to between the parties concerned.

(2) Notwithstanding anything contained elsewhere in this award, employees employed as stage managers, other than at the Concert Hall, who work four full days or more each week, must be employed by the week, except in the case of an emergency, such as the illness of an employee.

(3) When an employee is engaged by the week the employment shall be terminated on either side by a week's notice which may be given at any time during the week, and the employee shall only be entitled to payment up to the time of the expiration of the notice. If an employee or the employer fails to give the required notice, one week's wages shall be forfeited or paid as the case may be.

(4) Nothing in the award shall affect the legal right of the employer to dismiss without notice any employee for whatever period engaged and whether on tour or not for malingering, inefficiency, neglect of duty or misconduct; and in the case of such dismissal wages shall be payable for the employment up to but not after the time of dismissal.

(5) Notwithstanding anything contained in the award, the employer may deduct payment of wages for any day on which an employee cannot be usefully employed because of:

(a) any strike;

(b) any breakdown of machinery; or

(c) any stoppage of work for which the employer is not responsible.

(6) The appropriate per hour rate for casual employees is calculated by dividing the total per week rate (as specified in Clause 5. - Rates of Pay) for the relevant classification by the total number of ordinary hours required to be worked by a weekly employee in that classification and adding a 20 per cent loading on such hourly rates so calculated.

(7) Casual employees shall be engaged for a minimum period of three and a half hours which may include more than one performance.

(8) The employment of a casual employee may be terminated without notice by either side subject to the payment of any prescribed minimum amount of wages and subject to the employee working the time covered by such a minimum amount if required to do so.

(9) (a) A casual employee who works more than eight hours on any day shall be paid overtime at the rate of time and a half for the first two hours and double time thereafter.

(b) A casual employee who works more than 40 hours (excluding overtime worked on a daily basis) in any one week shall be paid for all hours in excess of forty, time and a half for the first four hours and double time thereafter.

(c) A casual employee working between midnight and 8 a.m. on any week day (Monday - Friday) in connection with a performance shall be paid at double the rate prescribed in subclause (6) above for those hours between midnight and 8 a.m.

(d) The provisions of this subclause do not apply when a casual employee is engaged in accordance with subclause (10).

(10) Casual employees not required to work a performance shall be paid at the following hourly rates which include loading for casual work, with a minimum payment for three and one half hours-

	$
8.00 a.m. to 6 p.m.	19.19
6.00 p.m. to midnight	25.14
midnight to 8.00 a.m.	31.08

(11) Casual back stage employees engaged for a performance when required for bumping out work between the conclusion of the performance on Saturday night and 8 a.m. Sunday shall be paid $31.82 per hour with a minimum payment of three and a half hours.

(a) If engaged for a performance, additional work associated with that performance shall be paid in accordance with subclause (6). Such engagement shall be continuous.

(b) Casual employees engaged for work not associated with a performance who work in excess of three and a half hours and then work a performance shall continue to be paid as prescribed in subclause (10) for all work on that day.

2009 WAIRC 01047

Theatrical Employees Entertainment, Sporting and Amusement Facilities (Western Australian Government) Award 1987

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 PAYMENT

	Classification	**Hourly Rate of Pay**			
		Column A $	Column B	ASNA	TOTAL
(1)	Attendant - General Duties: Cloakroom Attendant Gate Attendant Parking Attendant Turnstile Attendant Usher				14.99
(2)	Barrier Attendant (Racing) Change Room Attendant Curtain Attendant Door Attendant Fence Attendant Kennel Attendant/Dog Leader Ride Operator Stalls Attendant (Racing) Ticket Collector/Examiner Track Attendant				14.99
(3)	Scoreboard Operator Scratching Board Operator/ Writer (Racing)				14.99
(4)	Parking Fee Collector Kennel Supervisor Programme Seller				14.99
(5)	Change Cashier Gate Keeper Ticket/Token Seller Turnstile Operator				14.99
(6)	Scales – Assistant Starter (Racing)				14.99
(7)	Supervisor of less than 10 employees				14.99
(8)	Supervisor of 10 or more employees				14.99

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

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

Increases in rates of pay otherwise 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 01048

Thermal Insulation Contracting Industry Award

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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) (a) Subject to Clause 7. - Special Rates and Provisions of this Award, the ordinary weekly wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.

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

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

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

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

(2) Wage Rates:

		Base Rate $	Special Payment $	Safety Net Adjustments $	Total Wage Per Week $
(a)	Sheetmetal Employee - 1st Class	362.80	80.00	246.30	689.10
(b)	Sheetmetal Employee - 2nd Class	327.20	66.80	244.30	638.30
(c)	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

2009 WAIRC 01049

Timber Workers Award No. 36 of 1950

52. - RATES OF PAY

(1) Classifications

(a) (i) Upon engagement all employees shall be classified in the group in which they are engaged to work.

(ii) An employee will only be classified into a higher group where that employee has been trained and has met the assessment and competence criteria established for the higher group and a vacancy exists. Such reclassification will only be made where the employee is trained and capable of performing the relevant duties of the higher group to the required standard. The grouping of employees is provisional on the employee remaining willing and able to perform the duties required in the group in which he/she is classified.

(iii) (aa) The assessment of employees will be carried out by an employee nominated by the Works Manager who will normally be a supervisor but may be an employee suitably qualified in that trade or calling.

(cc) Should the re-examiners reach a tied decision, then this matter may be referred to a Board of Reference for determination.

(bb) At the employee's request re-examination will be carried out by a panel consisting of the supervisor, the employee's representative and a suitably qualified employee of the employee's choice with knowledge of the area of work and the Manager or the Manager's delegate.

(iv) An employee classified to a higher group will have his/her performance subject to review and the employer may, should the employee's performance be unsatisfactory, revert the employee's classification to the previous level.

(v) At the employee's request, the demotion will be re-examined by a panel consisting of the Supervisor, the employee's representative, a suitably qualified employee of the employee's choice with knowledge of the area of work and the Manager or the Manager's delegate.

(vi) Provided that no employee is to be prejudiced by acting or failing to act in a manner provided for in this paragraph (a).

(b) Employees will be classified into groups as follows:

(i) Timber Industry Employee - Group 1

(Relativity to Group 5 - 78%)

Timber Industry Group 1 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 1 employee may be required by the employer to perform any, but not necessarily all of the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees. After a period of three months the employer and employee shall review the employee's classification of work.

(ii) Timber Industry Employee - Group 2

(Relativity to Group 5 - 82%)

Timber Industry Group 2 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 2 employee may be required by the employer to perform any, but not necessarily all of the duties listed in subclause (2) hereof.

In addition, the Timber Industry Group 2 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(iii) Timber Industry Employee - Group 3

(Relativity to Group 5 - 87.4%)

Timber Industry Group 3 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 3 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 3 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(iv) Timber Industry Employee - Group 4

(Relativity to Group 5 - 92.4%)

Timber Industry Group 4 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 4 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 4 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(v) Timber Industry Employee - Group 5

Classification in this group shall be dependent upon an employee holding the appropriate trade qualifications or an employee qualified and/or engaged to perform any of the duties of a Timber Industry Group 5 Employee.

The Timber Industry Group 5 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Timber Industry Group 5 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 5 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(vi) Timber Industry Employee - Group 6

(Relativity to Group 5 - 105%)

Classification in this group shall be dependent upon an employee holding the appropriate advanced trade qualifications or an employee qualified and/or engaged to perform any of the duties of a Timber Industry Group 6 employee.

Timber Industry Group 6 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Timber Industry Group 6 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.

In addition, the Timber Industry Group 6 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.

(vii) Provided that a holder of a Certificate in Timber Technology who is engaged in groups one to five shall be paid at one level higher than the level at which he/she would otherwise be paid.

(2) Duties

(a) Breaking Down Saws:	Group
(i) Sawyers planking out and/or flitching to size with fully mechanised unit	
(ii) Specialist scribe saw operator	6
(iii) Sawyers other than (i) or (ii)	4
(iv) Assistants including hookperson other than item (v)	
(v) Hookperson who in addition operates chain or other power driven saw	
(vi) Log measurer	2

(b)	Benchmen:	
	(i) No. 1	5
	(ii) No. 2	4
	(iii) No. 3	3
	(iv) No. 4	2
(c)	Stub Edger	5
(d)	Dockers - Log Sawmilling Section:	
	(i) Responsible person at main docker	3
	(ii) Tallyperson at main docker	3
	(iii) Dockerperson at main docker	2
	(iv) Responsible person at No. 2 Bench Docker	3
	(v) Tallyperson at No. 2 Bench Docker	3
	(vi) Dockerperson No. 2 Bench Docker	2
	(vii) Responsible person other dockers	2
	(viii) Tallyperson other dockers	2
	(ix) Dockerperson other dockers	2

For the purpose of this paragraph where the only timber fed to the No. 2 bench is from the No. 1 bench and that timber is not equal in amount to that handled by the No. 1 bench then "No. 2 Bench Docker" shall be deemed to be "other docker".

(e)	Pullers-out and/or assistants on No. 1 Bench:	
	(i) Single handed on dead or hand propelled roller	3
	(ii) Double handed as in (i)	3
	(iii) Friction Feed	3
(f)	Pullers-out and/or assistants on No. 2 and 3 Bench	2
(g)	Power driven cross sawyer other than docking saw	3
(h)	Mill or Yard Hand	1
(i)	Kiln Attendant	3
(j)	(i) Kiln Operator	4
	(ii) Kiln Controller	5
(k)	Rosser Head Debarker Operator (at sawmill)	3
(l)	(i) Saw Doctor	5
	(ii) Specialist Saw Doctor	6
(m)	Saw Filer or Sharpener	4
(n)	Stackers:	
	(i) Block stacker of timber, plywood or veneer	2
	(ii) For seasoning by means of stripping or other recognised method	
	(iii) Pulling off sleepers or sawn timber with a cross section greater than 25000 square millimetres	
	(iv) Pulling off sawn timber - other	2
(o)	Tallyperson (other than Docker):	
	(i) Responsible for making up orders	4
	(ii) Others	3
(p)	Watchperson	2
(q)	Dockerperson - Machining Section:	
	(i) Computerised optimizer	4
	(ii) Who grades or selects timber for joinery or machining	
	(iii) Other	2
(r)	Wood-Machining Section:	
	(i) Shaper	5
	(ii) Flooring machinist - fast feed	5
	(iii) Fast feed sizer	5
	(iv) Grinder whose principal duties include grinding knives and cutters	
	(v) Moulding Machinist or two, three or four-sided Planer:	
	(aa) who is required to set up the machine	5
	(bb) who is not required to set up the machine	3
	(vi) Buzzer:	
	(aa) who is required to do other than planing one face and squaring edge and who is required to set up his/her own machine	5
	(bb) other	3
	(vii) Tenoner:	
	(aa) who is required to set up his/her machine	5

	(bb) other	3
	(viii) Thicknesser:	
	(aa) who is required to set up his/her own machine and grind his/her knives and cutters	5
	(bb) who is required to set up his/her own machine but not required to grind his/her knives and cutters	3
	(ix) Chain Morticer/Morticer Finger Jointer:	
	(aa) required to set up his/her machine	5
	(bb) other	3
	(x) Grader and Feeder, Fastfeed or Mosaic Flooring Machine	
	(aa) who is required to set up his/her machine	5
	(bb) other	3
	(xi) Grader behind Fastfeed Flooring Machine	3
	(xii) Tailer-out Four-Sider Planner	2
	(xiii) Floor Sanding Machine	3
	(ivx) End Matcher:	
	(aa) required to set up his/her own machine	3
	(bb) other	2
(s)	(i) Mill Waste Chipper Attendant	2
	(ii) Mill Waste Chipper Attendant who sets up and changes knives	
(t)	Belt repairers whilst so engaged other than machinist or sawyer repairing his/her own belts	2
(u)	(i) Specialist Carpenter and/or Joiner	6
	(ii) Carpenters and/or Joiners	5
	(iii) Bush Carpenter	4
	(iv) Tradespersons Assistant	3
(v)	Faller:	
	(i) Hardwood/Softwood Restricted Ticket	3
	(ii) Hardwood/Softwood Open Ticket	4
	(iii) Hardwood Open Ticket and more than one year's experience	
(w)	Sleeper loader or turner loading sleepers over 1.52 metres from truck level or lower	
(x)	Boom Arm Loader Operator:	
	(i) Trainee	2
	(ii) Appointed	5
(y)	Mill Cleaner	2
(z)	Mill Greaser	3
(ab)	(i) Millwright	5
	(ii) Specialist Millwright	6
(ac)	Timber Treatment Plant:	
	(i) Pine Pole Debarking Machine Operator	4
	(ii) Pine Pole Debarking Machine Puller-out who is required to grade and tally logs and then only from such time as he/she is required to so act	
	(iii) Pine Pole Treatment Plant Operator	5
	(iv) Tractor Driver (on rails)	4
(ad)	Sanitary Person	4
(ae)	Splicer	3
(af)	Spotters:	
	(i) Circular Saw	4
	(ii) Vertical Saw	2
(ag)	Swamper (logging with loader/tractor)	2
(ah)	Mechanised transfer operator	3
(ai)	Operator electrical overhead traverser	3
(aj)	(i) Driver of front end loader in bush	5
	(ii) Driver of front end loader in mill	4
(ak)	Crane or Fork Lift assistant	2
(al)	Chain Saw Operator (Bush):	
	(i) Other than faller	3
	(ii) Engaged on salvage operation	5
(am)	Crawler Tractor Operators:	
	(i) Up to and including Class 3 without power operated attachments	
	Up to Class 2 with power operated attachments	
	(ii) Class 4 and 5 without power operated attachments.	
	Class 3 and 4 with power operated attachments	5
	(iii) Above Class 5 without power operated attachments.	
	Class 5 and 6 with power operated attachments	5
	(iv) Above Class 6 with power operated attachments	5

Note: Crawler Tractors are classified in accordance with Australian Standard D4-1964 "classification of Crawler Tractor by weight" as follows
Class: 1 Shipping weight (lbs) up to 3000 2 over 3000 up to 6000
3 over 6000 up to 10000
4 over 10000 up to 15000
5 over 15000 up to 25000
6 over 25000 up to 40000
7 over 40000 up to 60000
8 over 60000 up to 80000
9 over 80000

(an)	Tractor using power operated attachments	3
(ao)	Power Grader Operators:	
	(i) Under 50 net engine horse power	3
	(ii) Between 50 and 100 net engine horse-power	3
	(iii) Over 100 net engine horse-power	4
(ap)	Diamond Mill	
	(i) Conveyor Operator (Woodchip)	4
	(ii) Chipper on Feed Operator	5
	(iii) Rail Truck Loader Attendant	4
	(iv) Chip Screen Attendant	3
	(v) Chip Tester	3
	(vi) Debarker Operator (Woodchip)	5
	(vii) Log Washer	2
	(viii) Pulpwood Cutter and/or Splitter	2
	(ix) Splitting Machine, Log Operator	3
	(x) Weighbridge Attendant	4
	(xi) Twin Saw Operator	5
	(xii) Grinder whose principal duty is grinding chipper knives	
	(xiii) Security Train Unloader	4
	(aa) Small Log Line Operator	4
	(bb) Mobile Log Line Controller	6
(aq)	Trainee in all positions up to first 3 months of employment	
(ar)	Forwarder Driver	5
(as)	Harvester	5
(at)	Processor (Bell Logger)	5
(au)	Delimber	4
(av)	Skidder	5
(aw)	Truck Mechanic	5

(3) Wages

The minimum rate of wage for employees covered by this award, excluding those employees provided for in subclause (4) hereof, shall be:

(a) Timber Industry Employee:

	RATE$	ASNA$	TOTAL RATE$
Group 1	349.40	220.30	569.70
Group 2	366.10	220.30	586.40
Group 3	388.60	220.30	608.90
Group 4	409.50	220.30	629.80
Group 5	441.20	222.30	663.50
Group 6	462.10	222.30	684.40

(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.

(4) Transport - Employee Groups

The minimum rate of wage for employees covered by this award, as defined below shall be:

(a) Timber Industry Transport Employee:

	RATE$	ASNA$	TOTAL RATE$
Group 1	406.20	220.30	626.50
Group 2	417.70	220.30	638.00
Group 3	425.30	220.30	645.60
Group 4	433.00	220.30	653.30
Group 5	440.70	222.30	663.00
Group 6	459.70	222.30	682.00
Group 7	471.20	222.30	693.50
Group 8	490.30	222.30	712.60

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

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

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

(c) Employees under this subclause shall be defined as follows:

Group 1

(i) Driver, rigid vehicle from 4.5 to 13.9 tonnes GVM or GCM (Gross Vehicle Mass) (Gross Combination Mass)
(ii) Driver, fork lift up to and including 5 tonnes lifting capacity
(iii) Driver, tractor without power operated attachments

Group 2

(i) Driver Rigid Vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity
(ii) Straddle carrier driver
(iii) Driver of dump truck (unlicensed)
(iv) Driver of fork lift over 5 and up to 10 tonnes lifting capacity

Group 3

(i) Driver articulated vehicle to 22.4 tonnes GCM
(ii) Driver rigid vehicle and heavy trailer to 22.4 tonnes GCM
(iii) Driver rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM
(iv) Driver of fork lift over 10 and up to 34 tonnes lifting capacity

Group 4

(i) Driver low loader to 43 tonnes GCM
(ii) Driver articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity
(iii) Driver mobile crane up to 25 tonnes lifting capacity
(iv) Driver rigid vehicle and heavy trailer over 22.4 tonnes GCM
(v) Driver of fork lift over 34 tonnes lifting capacity

Group 5

(i) Driver articulated vehicle over 22.4 tonnes GCM over 39 and up to 60 tonnes capacity
(ii) Driver multiple articulated vehicle up to 53.4 tonnes GCM
(iii) Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)

Group 6

(i) Driver mobile crane over 25 and up to 50 tonnes lifting capacity
(ii) Driver multiple articulated vehicle over 53.4 tonnes up to 94 tonnes GCM up to 65 tonnes capacity

Group 7

(i) Driver multiple articulated vehicle over 94 tonnes GCM up to 75 tonnes capacity
(ii) Driver of mobile crane over 50 tonnes lifting capacity

Group 8

(i) Driver multiple articulated vehicle over 94 tonnes GCM over 75 and up to 95 tonnes capacity (for each additional complete tonne over 95 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)

(5) Junior Employees

In addition to such amounts as may be prescribed by subclause (2) of Clause 9. - Junior Employees, junior employees shall receive the following percentage of a Timber Industry Employee Group 1 wage rate inclusive of supplementary payment:

Under 17 years of age	45%
Between 17 & 18 years of age	55%
Between 18 & 19 years of age	80%
Over 19 years of age	100%

(6) Apprentices

Apprentices shall receive the following percentage of a Timber Industry Employee Group 5 wage rate inclusive of supplementary payment:

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

(7) Leading Hand

In charge of 3 - 10 employees - an extra $17.00 per week.

In charge of 11 - 20 employees - an extra $25.60 per week

In charge of over 20 employees - an extra $33.20 per week.

(8) Award Rate of Pay Maintenance

An employee who was receiving an award rate of pay which was in excess of the rate prescribed in the order of the Western Australian Industrial Relations Commission in matter No. 768 of 1993, shall have his or her rate preserved until agreement is reached between the parties, or the Commission determines that the differential is to be absorbed.

(9) Minimum Adult Wage

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

(b) The minimum adult award wage for full-time employees aged 21 or more 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 01050

Timber Yard Workers Award No. 11 of 1951

29. - WAGES

(1) The minimum rates of wages payable to employees employed in classifications contained in subclause (2) of this clause shall be as follows:

Broadbanded Groups	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Weekly Rate (38 Hours)
	$	$	$	$
1	284.80	40.60	244.30	569.70
2	299.50	42.50	244.30	586.30
3	319.20	45.40	244.30	608.90
4	337.40	48.10	244.30	629.80
5	365.20	52.00	246.30	663.50
6	383.50	54.60	246.30	684.40

(2)

Classification:		Group
(a)	Breaking down saws:	
	(i) Sawyers planking out and flitching to size with fully mechanised unit	5
	(ii) Sawyers as in (i) other than operating fully mechanised unit	5
	(iii) Sawyers other than (i) or (ii)	4
	(iv) Assistants including hookman other than item (v)	2
	(v) Hookman who in addition operates chain or other power driven saw	3
	(vi) Log measurer	2
(b)	Benchperson:	
	(i) No. 1	5
	(ii) No. 2	4
	(iii) No. 3	3
	(iv) No. 4	2
(c)	Stub Edger	5
(d)	Dockers - Log Sawmilling Section:	
	(i) Responsible person at main dockers	3
	(ii) Tallyperson at main docker	2
	(iii) Dockerperson at main docker	2
	(iv) Responsible person other dockers	2
	(v) Tallyperson other dockers	2
	(vi) Dockerperson other dockers	2
(e)	Pullers-out and/or Assistants on No. 1 Bench:	
	(i) Single handed on dead or hand propelled roller	3
	(ii) Double handed as in (i)	3
	(iii) Others	3
(f)	Pullers-out and/or Assistants on No. 2 Bench	2
(g)	Pullers-out and/or Assistants on No. 3 Bench	2
(h)	Power driven cross cut sawyer other than docking saw	3
(i)	Mill or Yard Hand	1
(j)	Kiln Attendant	3
(k)	(i) Saw Doctor	5
	(ii) Saw Doctor Special Skills	6
(l)	Saw Sharpener	4
(m)	Stacker for seasoning by means of stripping or other recognised method	
(n)	Tallyperson (other than paragraphs (f) and (u)):	
	(i) Who is responsible for the making up of clients' orders for delivery	4
	(ii) Other	3
		2
(o)	(i) Watchperson	
	(ii) Gatekeeper who is required to do administrative duties	4
(p)	(i) Dockerperson or other employee who grades, selects or colour matches timber for joinery or machining sections	3
	(ii) Double end docker	3
(q)	Woodmachining Sections:	
	(i) Shaper	5
	(ii) Grinder whose principal duty is grinding knives and cutters	5
	(iii) General Jointer and operator of sticker machine	5
	(iv) Flooring machinist - fast feed	5
	(v) Fast feed sizer	5

(vi) Mosaic flooring machinist and moulding machinist or two, three or four sides planer -	
(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) who is not required to set up the machine but is required to operate, and then only from such time as he/she is required so to act	3
(vii) Buzzer:	
(aa) when required to do other than planing one face and squaring edge and is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) who is required to set up the machine but is not required to do other than planing one face and edge and then only from such time as he/she is required so to act	3
(cc) who is not required to set up the machine and is only required to buzz one face and one edge and then only from such time as he/she is required so to act	3
(viii) Single/Double End Tenoner:	
(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) who is not required to set up his/her own machine but is required to operate the machine and then only from such time as he/she is required so to act	3
(ix)Thicknesser:Dovetailer:	
(aa) Thicknesser who is required to set up the machine and do other than just planing timber all round and then only from such time as he/she is required so to act	5
(bb) Thicknesser who is not required to set up the machine and only plane timber all round and only from such time as he/she is required so to act	3
(cc) Dovetailer who is required to set up the machine and then Only from such time as he/she is required so to act	5
(dd) Dovetailer who is not required to set up the machine but is required to operate, and then only from such time as he/she is required so to act	3
(x) Chain Morticer:Morticer:Finger Jointer:	
(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) who is not required to set up the machine but is required to operate the machine and then only from such time as he/she is required so to act	3
(xi) Grader behind fast feed flooring machine	3
(xii) (aa) Grader and Feeder, fast feed mosaic flooring machine who is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) Grader and Feeder, fast feed mosaic flooring machine who is not required to set up the machine and then only from such time as he/she is required so to act	3
(cc) Multi Saw Operator who is required to set up the machine and then only from such time as he/she is required so to act	4
(dd) Multi Saw Operator who is not required to set up the machine and then only from such time as he/she s required so to act	3
(ee) Mitre Docking Saw Operator who is required to set up the machine and then only from such time as he/she is required so to act	4
(ff) Multiple Mitre Docking Saw Operator	4
(gg) Operator Panel and Wall Saws who is required to set up the machine	3
(hh) Operator Panel and Wall Saws who is not required to set up the machine	3
(xiii) Tailer-out four sided planing machine	2
(xiv) Floor sanding machine	3
(xv) Wood Turner using hand tools	5
(xvi) (aa) Laminated beam assembler	3
(bb) Laminated beam layout coordinator	4
(xvii) (aa) Adhesive Section Operator, who is required to mix glue and perform quality testing	5
(bb) Adhesive Section Assistant who is required to mix glue	4
(cc) Adhesive Section Assistant	3
(xviii) Gang nail truss press operator	4
(xix) Gang nail truss hand	3

(r)	Re-Sawing:	
	(i) Circular sawyer cutting to depth 7½ inches or over	4
	(ii) Tailer-out to above	2
	(iii) Circular sawyer cutting to depth of under 7½ inches	3
	(iv) Tailer-out to above	2
	(v) Bandsaw roller recut -	
	(aa) Large-using blade over 3 inches	4
	(bb) Tailer-cut to above	3
	(cc) Small-using blade not over 3 inches	3
	(dd) Tailer-cut to above	3
(s)	Orderperson - whose duties include responsibility for rail consignment	4
(t)	Packer	3
(u)	Mundijong Treatment Plant	
	(i) Pine Pole De-barking Machine Operator	4
	(ii) Pine Pole De-barking Machine Pullers-out who is required to grade and tally logs and then only from such time as he/she is required so to act	3
	(iii) Pine Pole Treatment Plant Operator	5
(v)	Adults employed in grading, assembling and packing mosaic flooring pieces	3

(3) The minimum rates of wages payable to employees employed in classifications contained in this subclause shall be as follows:

Broadbanded Groups	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Total Minimum Weekly Rate (38 Hours)
	$	$	$	$
1	327.70	46.80	244.30	618.80
2	334.40	47.80	244.30	626.50
3	344.50	49.20	244.30	638.00
4	351.10	50.20	244.30	645.60
5	357.90	51.10	244.30	653.30

Grade 1

(i) Driver, rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass)

(ii) Driver of tow motor

Grade 2

(i) Driver Rigid Vehicle from 4.5 tonnes to 13.9 tonnes GVM or GCM (Gross Combination Mass)

(ii) Driver, fork lift up to and including 5 tonnes lifting capacity

Grade 3

(i) Driver rigid vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity

(ii) Straddle Carrier Driver

(iii) Driver of fork lift over 5 and up to 10 tonnes lifting capacity

Grade 4

(i) Driver, articulated vehicle to 22.4 tonnes GCM

(ii) Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM

(iii) Driver, rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM

(iv) Driver of fork lift over 10 and up to 34 tonnes lifting capacity

Grade 5

(i) Driver, articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity

(ii) Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM

(iii) Driver of fork lift over 34 tonnes lifting capacity

An employee who, in the course of his/her employment, drives a vehicle with self loading equipment which requires the possession of a certificate of competency shall be paid an extra $9.91 per week.

(4) Apprentices: Apprentices shall be paid a percentage of the total minimum award rate as prescribed for Group 5A of subclause (1) of this clause as follows -

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

(5) Junior Employees: Employees less than 19 years of age who are not apprentices shall be paid a percentage of the total minimum award rate for Group 1 of subclause (1) of this clause as follows -

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

(6) Leading Hands:

In charge of 3 - 10 employees - extra	$17.71
In charge of 11 - 20 employees - extra	$26.64
In charge of over 20 employees - extra	$34.60

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

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

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

30. - MINIMUM WAGE - ADULT MALES AND FEMALES

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

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01051

Tin and Associated Minerals Mining and Processing Industry Award No. 14 of 1971

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 - WAGE 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.

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

			Total Wage Per Week
(1)	(a)	**Surface Section**:	$
		Pit Controllers	682.20
		General Hand	616.70

	Total Wage Per Week
Plant Operators - Primary Metallurgical Plants	$
Grade (1)	647.50
Grade (2)	638.90
Grade (3)	630.70
Plant Operators - Secondary Metallurgical Plants	
Grade (1)	656.30
Grade (2)	647.50
Grade (3)	638.90
Laboratory Assistants	
Grade (1)	656.30
Grade (2)	647.50
Grade (3)	638.90
Field Operators	
Grade (1) Operators of Equipment in excess of 375kw	676.50
Grade (2)	
(i) Operators of Equipment 225-275 kw	670.80
(ii) Operators of Semi-trailer Ore Truck	
(iii) Grader Operators	
Grade (3)	
(i) Operators of equipment 95-225 kw	663.50
(ii) Motor Truck Drivers	
(iii) Water Truck Drivers	
Grade (4) Operators of Equipment 50-95 kw	650.20
Grade (5) Operators of Mechanical Drilling Rig	638.90
Grade (6)	
Drillers Assistant	629.10
Field and Survey Hand	
Storeperson	

Note: The classification of Operators of Equipment includes Front End Loader Driver, Bulldozer Driver and similar types of mobile plant

Rehabilitation Hands	
Grade (1)	647.50
Grade (2)	638.90
Grade (3)	630.70

(b) Underground Section

Trucker	621.00
Tool Carrier	621.00
Shoveller	621.00
Diamond Drillers Assistant	633.50
Pipe Assembler	633.50
Sampler	633.50
Hydraulic Drill Operator	633.50
Popper Machine Person	633.50
Air Hoist Operator	633.50
Electric Hoist Operator	621.70
Pump Attendant	621.70
Ventilation Person	621.70
Platelayer	627.10
Train Crew	627.10
Mechanical Loader Operator	627.10

Scraper Hauler Operator	627.10
Braceperson	627.10
Platperson	627.10
Skipperson	627.10
Scalers	627.10
Rock Drillperson in all other places	633.60
Rock Drillperson in all other places including open-cut	643.50
Sanitary Person	643.90
Timberperson - Other	649.90
Rock Drillperson in rises	654.90
Rock Drillperson in winzes	654.90
Diamond Driller -	
(a) Up to 20 h.p.	654.90
(b) Over 20 h.p.	654.90
Timberperson – Shaft	667.30
Rock Drillperson in Shaft	667.30
Hauler Operator	675.10
Hydraulic Twin and Treble Boom - Jumbo Operator	684.80

(2) Mess Personnel

(a) The minimum rate of wages per week payable to mess personnel shall be as follows:-

	Total Wage Per Week $
Head Cook	705.20
Cook	663.50
Mess Attendant	628.10

(b) All time worked by employees in the mess outside the daily spread of 12 hours or in excess of 40 hours in any one week shall be deemed overtime and be paid for at the rate of time and one half. Provided that overtime in excess of four hours in any one week shall be paid for at the rate of double time.

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

(d) The provisions of clauses -

3.1 Hours

3.3 Overtime

5.1 Shift Work

3.4 Saturday Work

3.5 Sunday and Holiday Work

shall not apply to mess personnel.

(3) Leading Hands: employees appointed by the employer as leading hands shall be paid the following amounts in addition to the ordinary rates of pay:

		$
(a)	If placed in charge of not less than three and not more than 10 other employees	**20.70**
(b)	If placed in charge of more than 10 and not more than 20 other employees	**31.50**
(c)	If placed in charge of more than 20 other employees	**41.20**

(4) Industry Allowance: in addition to the rates of wages specified in subclauses (1) and (2) of this clause, employees shall receive as compensation for all the disabilities associated with the industry an amount of **$9.70** per week for forty hours.

(5) Junior Employees: (percentage of General Hand rate)

	%
Under 17 years of age	55
At 17 years of age	65
At 18 years of age	80
At 19 years of age	Appropriate Adult Rate

(6) Casual Employees: a casual employee shall be paid 20 percent in addition to the ordinary rate for their class of work.

APPENDIX 1 – MAKE UP 0F TOTAL WAGE

This appendix shows how the total wages paid to employees under this award are made up. It details both base wage rates and safety net adjustments as well as the total rate.

			Base Rate	Arbitrated Safety Net Adjustment	Total Wage Per Week
(1)	(a)	**Surface Section**:	$	$	$
		Pit Controllers	435.90	246.30	682.20
		General Hand	372.40	244.30	616.70
		Plant Operators - Primary Metallurgical Plants			
		Grade (1)	403.20	244.30	647.50
		Grade (2)	394.60	244.30	638.90
		Grade (3)	386.40	244.30	630.70
		Plant Operators - Secondary Metallurgical Plants			
		Grade (1)	412.00	244.30	656.30
		Grade (2)	403.20	244.30	647.50
		Grade (3)	394.60	244.30	638.90
		Laboratory Assistants			
		Grade (1)	412.00	244.30	656.30
		Grade (2)	403.20	244.30	647.50
		Grade (3)	394.60	244.30	638.90
		Field Operators			
		Grade (1) Operators of Equipment in excess of 375kw	430.20	246.30	676.50
		Grade (2)			
		(i) Operators of Equipment 225-275 kw	424.50	246.30	670.80
		(ii) Operators of Semi-trailer Ore Truck			
		(iii) Grader Operators			
		Grade (3)			
		(i) Operators of equipment 95-225 kw	417.20	246.30	663.50
		(ii) Motor Truck Drivers			
		(iii) Water Truck Drivers			
		Grade (4) Operators of Equipment 50-95 kw	405.90	244.30	650.20
		Grade (5) Operators of Mechanical Drilling Rig	394.60	244.30	638.90
		Grade (6)			
		Drillers Assistant	384.80	244.30	629.10
		Field and Survey Hand			
		Storeperson			

Note: The classification of Operators of Equipment includes Front End Loader Driver, Bulldozer Driver and similar types of mobile plant

		Rehabilitation Hands			
		Grade (1)	403.20	244.30	647.50
		Grade (2)	394.60	244.30	638.90
		Grade (3)	386.40	244.30	630.70
	(b)	Underground Section			
		Trucker	376.70	244.30	621.00
		Tool Carrier	376.70	244.30	621.00
		Shoveller	376.70	244.30	621.00
		Diamond Drillers Assistant	389.20	244.30	633.50
		Pipe Assembler	389.20	244.30	633.50
		Sampler	389.20	244.30	633.50
		Hydraulic Drill Operator	389.20	244.30	633.50
		Popper Machine Person	389.20	244.30	633.50
		Air Hoist Operator	389.20	244.30	633.50
		Electric Hoist Operator	377.40	244.30	621.70
		Pump Attendant	377.40	244.30	621.70
		Ventilation Person	377.40	244.30	621.70
		Platelayer	382.80	244.30	627.10

	Base Rate	Arbitrated Safety Net Adjustment	Total Wage Per Week
Train Crew	382.80	244.30	627.10
Mechanical Loader Operator	382.80	244.30	627.10
Scraper Hauler Operator	382.80	244.30	627.10
Braceperson	382.80	244.30	627.10
Platperson	382.80	244.30	627.10
Skipperson	382.80	244.30	627.10
Scalers	382.80	244.30	627.10
Rock Drillperson in all other places	389.30	244.30	633.60
Rock Drillperson in all other places including open-cut	399.20	244.30	643.50
Sanitary Person	399.60	244.30	643.90
Timberperson - Other	405.60	244.30	649.90
Rock Drillperson in rises	410.60	244.30	654.90
Rock Drillperson in winzes	410.60	244.30	654.90
Diamond Driller -			
(a) Up to 20 h.p.	410.60	244.30	654.90
(b) Over 20 h.p.	410.60	244.30	654.90
Timberperson – Shaft	421.00	246.30	667.30
Rock Drillperson in Shaft	421.00	246.30	667.30
Hauler Operator	428.80	246.30	675.10
Hydraulic Twin and Treble Boom - Jumbo Operator	438.50	246.30	684.80

(2) Mess Personnel

(a) The minimum rate of wages per week payable to mess personnel shall be as follows:-

	Base Rate	Arbitrated Safety Net Adjustment	Total Wage Per Week
	$	$	$
Head Cook	458.90	246.30	705.20
Cook	417.20	246.30	663.50
Mess Attendant	383.80	244.30	628.10

2009 WAIRC 01052

Titanium Oxide Manufacturing 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.

21. - 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) The minimum weekly rates of wage payable to employees covered by this award shall be -

		PER WEEK $	ASNA $	TOTAL $
(a)	General Hand:			
	First Year	298.10	244.30	542.40
	Thereafter	301.80	244.30	546.10
(b)	Plant Operators:			
	First Year	298.10	244.30	542.40
	Thereafter	301.80	244.30	546.10
(c)	Mobile Plant Operator:	311.10	244.30	555.40
(d)	Senior Plant Operator:	317.10	244.30	561.40
(e)	Leading Hand Plant Operator:	329.60	244.30	573.90
(f)	Senior Leading Hand:	343.80	244.30	588.10

2009 WAIRC 01053

Training Assistants' and Community Support Staff (Cerebral Palsy Association) Award 1987

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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) (a) TRAINING ASSISTANTS AND SUPPORT STAFF:

	Base Rate Per Week $	- Arbitrated Safety Net Adjustments Per Week $	Total Rate Per Week $
1st year of employment	395.90	244.30	640.20
2nd year of employment	407.30	244.30	651.60
3rd year of employment	422.20	246.30	668.50
4th year of employment	434.50	246.30	680.80

(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) Senior Community Support Staff:

Employees who are required to co-ordinate the activities of Community Support Staff shall be designated as Senior Community Support Staff and they shall be paid an in-charge allowance of $797.50 per annum in addition to the rates of pay specified in subclause (1) of this clause.

(3) Junior Training Assistants and Community Support Staff:

A Junior Training Assistant or Community Support Assistant shall be paid the following percentage of the rate prescribed for a Training Assistant in their first year of employment.

	%
At or under 17 years of age	70
At 18 years of age	80
At 19 years of age	90
At 20 years of age	Adult Rates

(4) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the year of employment at which an employee is appointed and paid.

(5) A casual employee shall be paid 20% in addition to the rates prescribed in this clause.

(6) Where the term "year of employment" is used in this clause, it shall mean all service whether full-time or part-time and regardless of the class of work with that employer. Such service shall be calculated in periods of calendar years from the date of commencement of work with the employer and by automatic progression subject to satisfactory service. Provided that in determining the rate of wage of an employee 19 years of age and over, service prior to attaining the age of 19 years shall not be counted in determining the total service of an employee for the purpose of this clause.

(7) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.

(8) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

2009 WAIRC 01054

Transport Workers (Government) Award, 1952

4.1 - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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

4.2.1 The minimum weekly rate of wage payable to employees covered by this award shall be as per the provisions comprising:

(a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or

(b) Part B – Expired Industrial Agreement Wages;

whichever is the greater.

4.2.2 The wage rates to apply for the purpose of the no-disadvantage test under the Industrial Relations Act 1979 shall be as per the provisions comprising:

(a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or

(b) Part B – Expired Industrial Agreement Wages;

whichever is the greater.

4.2.3 Part A – Wages Adjusted by Arbitrated Safety Net Adjustments

(a) Adult employees:

An adult employee shall be paid the following total weekly wage which is comprised of the components for base rate and supplementary payment. All components of the total weekly wage are payable for all purposes of this award.

	Total Weekly Wage	Base Rate	Safety Net Adjustment	Supplementary Payment	Special Payment
	$	$	$	$	$
Group 1	622.90	324.50	244.30	46.30	7.80
Motor driver's assistant					
Loader					
Driver of mechanical horse with or without trailer					
Group 2	642.20	327.80	244.30	46.80	23.30
Driver rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass) or GCM (Gross Combination Mass)					
Employee riding a motorcycle in the course of employment					
Driver of tow motor					
Group 3	646.00	334.60	244.30	47.80	19.30
Driver rigid vehicle 4.5 to 13.9 tonnes GVM or GCM					
Driver of fork lift up to and including 4500 kg lifting capacity					
Driver of tractor without power operated attachments					
Group 4	657.40	344.60	244.30	49.20	19.30
Driver rigid vehicle over 13.9 tonnes GVM or GCM					
Straddle carrier driver					
Driver of fork lift over 4500 kg and up to 9000 kg lifting capacity					

	Total Weekly Wage	Base Rate	Safety Net Adjustment	Supplementary Payment	Special Payment
	$	$	$	$	$
Group 5	667.10	351.30	246.30	50.20	19.30
Driver articulated vehicle up to 22.4 tonnes GCM					
Driver rigid vehicle and heavy trailer up to 22.4 tonnes GCM					
Driver rigid vehicle 4 axles over 13.9 tonnes GVM					
Driver of fork lift over 9000 kg lifting capacity					
Group 6	696.30	358.90	246.30	51.20	39.90
Driver low loader up to 43 tonnes GCM					
Driver articulated vehicle over 22.4 tonnes GCM					
Driver rigid vehicle and heavy trailer over 22.4 tonnes					
Group 7	707.90	364.70	244.30	52.10	46.80
Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 81 cents as part of the weekly wage rate of all purposes shall be payable)					

(b) Service Increments: Adult employees shall be paid service increments for all purposes of the award as follows:

after one year of service	$4.97 per week
after two years of service	$9.78 per week

(c) Leading Hands: A leading hand appointed as such by the employer and placed in charge of

(i) not less than three and not more than 10 other employees, shall be paid $25.30 per week extra.

(ii) more than 10 and not more than 20 other employees, shall be paid $38.00 per week extra.

(iii) more than 20 other employees, shall be paid $48.25 per week extra.

(d) Junior Employees

(i) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100

(ii) No junior under 17 years of age shall be permitted to have sole charge of a motor vehicle.

(e) Self-loading Equipment:

An employee who, in the course of his/her employment, drives a vehicle equipped with self loading equipment which requires the possession of a certificate of competency shall be paid an extra $9.86 per week.

2009 WAIRC 01055

Transport Workers (Mobile Food Vendors) Award 1987

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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 total minimum weekly wage payable to an employee shall be the amount specified in the "Total Weekly Wage" column in this clause for the appropriate grade.

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Wage Per Week
	$	$	$	$
(1) Classification				
Mobile Canteen Operators Grade 1	327.70	46.80	244.30	618.80
Driver of Rigid Vehicle to 4.5 tonnes GVM or GCM Grade 2	334.40	47.80	244.30	626.50
Driver of Rigid Vehicle to 4.5 to 13.9 tonnes GVM or GCM				

(2) Leading Hands

A leading hand appointed as such by the employer and placed in charge of -

(a) Not less than three and not more than ten other employees shall be paid $21.01 per week extra.

(b) More than ten and not more than twenty other employees shall be paid $31.34 per week extra.

(c) More than twenty other employees shall be paid $39.73 per week extra.

(3) Junior Employees

(a) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100

(b) No person under seventeen years of age shall be permitted to have sole charge of a motor vehicle.

(c) A junior employee who is required to have a B Class Motor Drivers Licence shall be paid the Full Adult Rate.

(4) Casual employees: Casual employees, being employees who are dismissed through no fault of their own before the expiration of one week of employment shall be paid twenty per cent in addition to the relevant ordinary rate of wage prescribed in this clause.

(5) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 01056

Transport Workers (Burswood Island Resort) 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. - WAGES

(1) Adult Employee

Bus Drivers (including Service, Tour, Charter Bus Drivers) driving a passenger vehicle having seating capacity for -

		Base Rate	Safety Net Adjustment	Total Wage Per Fortnight
		$	$	$
(i)	under 25 adult persons	750.90	472.60	1223.50
(ii)	25 adult persons or more	765.30	472.60	1237.90
(iii)	Car/Limousine Driver	721.00	472.60	1193.60

(2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 01057

Transport Workers' (Eastern Goldfields Transport Board) 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.

34. - WAGES

The following shall be the minimum rates of wages payable to employees covered by this award -

(1)	Adult Omnibus Driver -	Base Rate$	Safety Net Adjustment $	Total Wage Per Week $
	First year of service	441.37	246.30	687.67
	Second year of service	446.18	246.30	692.48
	Third year of service	452.74	246.30	699.04

(2) Leading hands shall be paid at a rate exceeding the highest rate of employees he/she supervises by an amount of $19.83 per week.

(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 01058

Transport Workers (General) Award No. 10 of 1961

4.1. - MINIMUM ADULT AWARD WAGE

4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.1.2 The minimum adult award wage for full-time employees aged 21 or more 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. - RATES OF PAY

The following shall be the rates of wages payable to employees covered by this Award. The total minimum weekly wage rate shall be the amount specified in the "Total Per Week" column in this clause for the appropriate grade or sub-grade on and from the commencement of the first pay period on or after 1 October 2009.

4.2.1

Grade	Base Rate	Supplementary Payment $	ASNA $	Total Per Week $
Grade 1	314.30	44.90	244.30	603.50
Grade 2	327.70	46.80	244.30	618.80
Grade 3	334.40	47.80	244.30	626.50
Grade 4	344.50	49.20	244.30	638.00
Grade 5	351.10	50.20	244.30	645.60
Grade 6	357.90	51.10	244.30	653.30
Grade 7 Driver low loader over 43 tonnes GCM (For each additional complete tonne over 43 an extra **79** cents as part of the weekly wage rate for all purposes shall be payable)	364.60	52.10	246.30	663.00
Grade 8	381.20	54.50	246.30	682.00
Grade 9	391.30	55.90	246.30	693.50
Grade 10 For each additional complete tonne over 95 an extra **79** cents as part of the weekly wage rate for all purposes shall be payable	408.00	58.30	246.30	712.60

4.2.2 The rates of pay in this Award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

4.2.2.1 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

4.2.2.2 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

4.2.3 The supplementary payments prescribed in 4.2 - Rates of Pay are in substitution for over-award payments as defined to the extent of any Award wage increase arising out of minimum rates adjustments and broad banding increases arising out of the September 1989 State Wage Decision.

4.2.4 "Over-award payment" is defined as the amount (whether it be termed over-award payment, attendance bonus, service increment, or any term whatsoever) which an employee would receive in excess of the Award wage which applied immediately prior to the introduction of supplementary payments for the classification in which such employee is engaged. Provided that such payment should exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this Award.

4.2.5 Junior Employees:

4.2.5.1 Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100

2009 WAIRC 01059

Transport Workers' (North West Passenger Vehicles) Award, 1988

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Wage" column in this clause for the appropriate grade or sub-grade.

(1) Bus Driver (including Service, Tour, Charter and School Bus Drivers) driving a passenger vehicle having seating capacity for –

	Base Rate $	Supplementary Payment $	Safety Net Adjustment $	Total Wage $
(a) Under 25 adult persons	323.90	46.30	244.30	614.50
(b) 25 adult persons or more	334.80	47.90	244.30	627.00

(2) A leading hand shall be paid a rate exceeding the highest rate of the workers he/she supervises by an amount of $24.20 per week.

2009 WAIRC 01060

Transport Workers' (Passenger Vehicles) Award

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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) Bus Driver (including Service, Tour, Charter and School Bus Drivers) driving a passenger vehicle having seating capacity for -

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Wage" column in this clause for the appropriate grade or sub-grade and is payable for all purposes of the award.

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Wage
	$	$	$	$
(a) Under 25 adult persons	329.75	47.05	244.30	621.10
(b) 25 adult persons or more	340.50	48.70	244.30	633.50

(2) A leading hand shall be paid a rate exceeding the highest rate of the workers he/she supervises by an amount of $23.84 per week.

2009 WAIRC 01061

University, Colleges and Swanleigh Award, 1980

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - WAGES

(1) (a) The minimum weekly rates of wage payable shall be:

	Minimum Award Rate $
Level 1 Cleaner	608.90
Level 2 Domestic employees including -Kitchen AttendantHouse AttendantDining AttendantLaundry AttendantSewing Attendant	615.60
Level 3 Cooks (Other)	619.80
Level 4 Gardener/Groundsperson Grade 1	628.10
Level 5 First Cook (Grade 1), or Cook working aloneGardener/Groundsperson, Grade 2Sewing Supervisor	636.50
Level 6 Senior Gardener/Groundsperson, Grade 1First Cook, Grade 2	644.80
Level 7 Senior Gardener/Groundsperson, Grade 2Tradesperson Cook	663.50
Level 8 Head Groundsperson	744.90

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Junior Employees:

Junior employees shall receive the following percentages of the adult rate for the class of work on which they are engaged.

	%
Under 16 years of age	60
16 to 17 years of age	70
17 to 18 years of age	80

(3) General Conditions:

(a) Junior employees may be employed in the proportion of one junior to every two or fraction of two not being less than one adult employee employed in the same occupation, provided that this ratio may be altered by written agreement between the Union and the employee concerned.

(b) Senior employees other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid $25.60 per week in addition to the rates prescribed herein.

(4) For all work done on any day after a break referred to in subclause (3) of Clause 7. - Hours of this award, the employee shall be paid an allowance of $1.60 per hour for each such hour worked.

(5) On and from 12 August 1992 the wage rates set out in subclause (1) of this clause include the first, second, third and fourth instalments of the Minimum Rates Adjustment Principle. Relativities have been established at 87.4% of the tradesperson's rate at Level 1 and 100% of the tradesperson's rate for a trade trained Senior Cook at Level 7.

2009 WAIRC 01062

Vehicle Builders' Award 1971

9. - WAGES AND SUPPLEMENTARY PAYMENTS

(1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level as specified in Clause 6. - Definitions of this Award, shall be made up of a base rate, plus a supplementary payment and safety net adjustment, giving a total weekly award rate as follows:

CLASSIFICATIONAdult Employees (expressed as a percentage of the Vehicle Building Tradesperson Level I Rate):	Base Rate	Supple-mentary Payment	Safety Net Adjustment	Total Rate Per Week	Vehicle Building Trades- person Level 1
	$	$	$	$	$
Advanced Tradesperson/Production Technician					
Vehicle Building	471.70	70.60	244.30	786.60	130.0
Vehicle Building Tradesperson - Level IV	417.30	62.50	244.30	724.10	115.0
Vehicle Building Tradesperson - Level III	399.10	59.80	246.30	705.20	110.0

CLASSIFICATIONAdult Employees (expressed as a percentage of the Vehicle Building Tradesperson Level I Rate):	Base Rate	Supple-mentary Payment	Safety Net Adjustment	Total Rate Per Week	Vehicle Building Trades- person Level 1
	$	$	$	$	$
Vehicle Building Tradesperson - Level II	381.00	57.10	246.30	684.40	105.0
Vehicle Building Tradesperson - Level I	362.90	54.30	246.30	663.50	100.0
Vehicle Builder - Level IV	335.30	50.20	244.30	629.80	92.4
Vehicle Builder - Level III	317.10	47.50	244.30	608.90	87.4
Vehicle Builder - Level II	297.60	44.50	244.30	586.40	82.0
Vehicle Builder - Level I	283.00	42.40	244.30	569.70	78.0

(2) Supplementary Payments

(a) Where an employee is in receipt of a rate of pay which exceeds the Award Rate Per Week prescribed in sub-clause (1) above, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement, then such rate will be deemed to be inclusive of the Supplementary Payment.

(b) Overtime, shift allowances, penalty rates, disability allowances, special rates, fare and travelling time allowances and any other work related allowances prescribed by this award shall not be offset against Supplementary Payments.

(3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(4) Apprentices - (Wage per week expressed as a percentage of the Vehicle Building Tradesperson -

Level I rate) -

Four Year Term	%
First Year	42
Second Year	55
Third year	75
Fourth Year	88
Three and a Half Year Term	
First six Months	42
Next Year	55
Next Year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

(5) Leading Hand - An employee placed in charge of -

		$
(a)	Not less than three and not more than 10 other employees shall be paid per week extra	21.00
(b)	More than 10 and not more than 20 other employees shall be paid per week extra	32.20
(c)	More than 20 other employees shall be paid per week extra	41.60

(6) Tool Allowance:

(a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance of -

(i) $11.75 per week to such tradesperson, or

(ii) in the case of an apprentice a percentage of $11.75, being the percentage which appears against his/her year of apprenticeship in subclause (3) of this clause,

for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.

(c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(d) A tradesperson or apprentice shall replace or pay for any tools supplied by his/her employer if lost through his/her negligence.

(7) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed.

(8) Junior Employees (Wage per week expressed as a percentage of the Vehicle Builder Level 1 rate) -

	%
Under 16 years of age	35
16 years of age	45
17 years of age	55
18 years of age	65
19 years of age	78.5
20 years of age	93

(9) Minimum Adult Award Wage

(a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(b) The minimum adult award wage for full-time employees aged 21 or more 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 8 September 1989 and in consideration of the wage increases resulting from the structural efficiency adjustments to this Award, employees are to perform a wider range of duties, including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to this Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the vehicle building industry and to enhance the career opportunities and job security of employees in the industry.

(c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or the union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of the workplace or enterprise. Measures raised by the employer, employees or union or unions for consideration consistent with the objectives of paragraph (a) hereof shall be processed through that consultative mechanism and procedures.

(d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of a new classification structure, the facilitative provisions contained in this Award and, subject to Clause 37. - Training, matters concerning training and subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.

(e) Without limiting the rights of either the employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission if the initiative varies and Award provision and by agreement of the parties involved shall be subject to the following requirements -

(i) the changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;

(ii) the majority of employees affected by the change at the plant or enterprise must genuinely agree to such change;

(iii) no employee shall lose income as a result of the change;

(iv) the union must be a party to the agreement;

(v) the union shall not unreasonably oppose any agreement;

(vi) any agreement shall be subject to the approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.

(f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 29. - Avoidance of Industrial Disputes of this award.

37. - TRAINEESHIPS

(1) Scope:

(a) This clause shall apply to persons:

(i) who are undertaking a Traineeship (as defined); and

(ii) who are employed by an employer bound by this Award.

(b) This clause does not apply to the Apprenticeship system.

(2) Objectives:

(a) This clause fascilitates a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of Trainees, particularly young persons and long term unemployed persons, and

(b) This clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme, and

(c) Existing full-time employees shall not be displaced from employment by a Trainee.

(3) Limited Operation (ATS and CST):

The wage rates prescribed herein and relative to the Australian Traineeship System (ATS) or the Career Start Traineeships (CST) shall not apply to any employer bound by this award, except in relation to ATS and CST trainees who commenced a traineeship with the employer before 11 May 1995.

(4) Definitions:

"Appropriate State Legislation" means the State Employment and Skills Development Authority Act 1990, or any successor legislation.

"Approved Training" means training undertaken both on and off the job, in a Traineeship and shall involve formal instruction both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved and accredited by the Training Authority.

"Traineeship Agreement" means an agreement made subject to the terms of this Award between an employer and the Trainee for a Traineeship and which is registered with the Training Authority. A traineeship agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.

"Traineeship Scheme" means the Metal and Engineering Industry Traineeship, Australian Traineeship System or Career Start Traineeship approved by the Training Authority, or any other Traineeship Scheme for employees covered by this Award and approved by the Training Authority after consultation and negotiation with the union.

"Training Authority" means -

(a) the State Employment and Skills Development Authority and any successor, or

(b) the National Employment and Training Taskforce where such gives interim approval to a Training Scheme and thereafter until that scheme is finally approved by the body referred to in (a) hereof.

(5) Training Conditions:

(a) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.

(b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, provided that if the Traineeship Agreement is not in a standard format, a Traineeship shall not commence until the Traineeship Agreement has been registered with the Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on the job training.

(c) The employer shall provide an appropriate level of supervision during the traineeship period.

(d) The overall training programme will be monitored by officers of the Training Authority and training records or work books shall be provided, if required to be utilised as part of this monitoring process.

(6) Employment Conditions:

(a) A Trainee shall be engaged as a full-time employee for a maximum of one year's duration provided that a Trainee shall be subject to a satisfactory probation period of one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.

(b) (i) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned in accordance with the Traineeship Agreement and to the Training Authority.

(ii) An employer who decides not to continue the employment of a Trainee upon the completion of the traineeship shall notify, in writing, the Training Authority of that decision.

(c) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement and the Trainee will attend such training.

(d) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service for the purposes of this Award.

(e) All other terms and conditions of this Award that are applicable to the Trainee or would be applicable to the Trainee but for this clause shall apply unless specifically varied by this clause.

(f) A Trainee who fails to either complete the Traineeship or who cannot for any reason be placed in full-time employment with the employer on successful completion of the Traineeship, shall not be entitled to any severance payment.

(g) (i) Overtime and shift work shall not be worked by a Trainee except in circumstances where the section in which the trainee is receiving on the job training is required to work overtime, or the work of that section is normally carried out by shifts and there is satisfactory provision for approved training.

(ii) A Trainee shall not work overtime alone.

(iii) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by this Award.

(7) Wages:

(a) (i) The minimum rates of wages payable weekly to Trainees are as provided in paragraph (b), or paragraph (d), of this subclause.

(ii) These wage rates will only apply to Trainees while that are undertaking an approved traineeship which includes approved training as defined in this clause.

(iii) The wages prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.

(b) Traineeships (excluding ATS and CST).

(i) Industry/Skill Level A:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level A.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	$	**$**	**$**
	168.00 (50%)*	208.00 (33%)	287.00
	195.00 (33%)	233.00 (25%)	
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		

* Figures in brackets indicate the average proportion of time spent on approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rate is 20%.

(ii) Industry/Skill Level B:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level B.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	$	$	$
	168.00 (50%)*	208.00 (33%)	278.00
	195.00 (33%)	233.00 (25%)	
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		

* Figures in brackets indicate the average proportion of time spent on approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rate is 20%.

(iii) Industry/Skill Level C:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level C.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	$	$	$
	168.00 (50%)*	208.00 (33%)	269.00
	195.00 (33%)	233.00 (25%)	
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 on approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rate is 20%.

(c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:

(i) include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;

(ii) include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10; and

(iii) no include any period during a calendar year in which a year of schooling is completed.

(d) Traineeships (AST and CST only)

Wages for the Australian Traineeship System and Career Start trainees shall be calculated as follows:-

(i) Australian Traineeship System:

(a) The weekly wage payable to a trainee shall be not less than that determined by applying the appropriate junior wage per week, calculated in accordance with subclause (b), of Clause 9. - Wages and Supplementary Payments, of this Award and multiplying by 39, which represents actual weeks spent on the job, then dividing that sum by 52 to provide a weekly wage.

(b) In any case, the rate determined shall not be less than the minimum rate prescribed in the Australian Traineeship guidelines as amended for time to time.

(ii) Career Start Traineeship:

(a) Determining the hourly rate applicable to a Vehicle Builder, Level II level adult employee, if 21 years of age or older, or the appropriate junior wage per week as prescribed in subclause (b), of Clause 9. - Wages and Supplementary Payments, of this Award;

(b) Multiplying that hourly rate by the number of weekly ordinary hours, less the average training as specified in the registered agreement.

(e) Completed Traineeship - Continued Junior Employment

Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to -

(i) The Traineeship Scheme (excluding the Australian Traineeship System and a Career Start Traineeship), the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 6. - Definitions, of this Award, and the wage rate relevant thereto as prescribed in Clause 9. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee; or

(ii) The Australian Traineeship System, or the Career Start Traineeship, the rate of wage prescribed for the classification Vehicle Builder - Level III by Clause 9. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.

(8) Industry/Skill Levels

The industry skill levels referred to in subclause (7) of this clause are those described in this subclause.

(a) Industry/Skill Level A

Office Clerical

Commonwealth Public Sector Clerical

State Public Sector Clerical

Local Government Clerical

Finance, Property and Business Services

(b) Industry/Skill Level B

Wholesale and Retail

Recreation and Personal Services

Transport and Storage

Manufacturing

(c) Industry/Skill Level C

Community Services and Health

Pastoral

Environmental

Wholesale and Retail - Vehicle Repair Services and Retail Sector

DATED at Perth this 5th day of November, 1971.

2009 WAIRC 01063

WA Government Health Services Engineering and Building Services Award 2004

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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.

APPENDIX A. - SALARIES

(1) Rates of Pay

Subject to this Appendix, employees shall be paid the rates of pay specified in the following table in accordance with the level to which they are from time to time classified.

	Level	Percentage Relativity to C10 Trades-person	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I.	Supple-mentary Payment	State Wage Order Adjustment	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
Carpenter	Building Tradesperson Level 04	100	365.20	52.00	246.30	663.50	12.40	87.64	12.00	0.00	40457
	Building Tradesperson Level 05	105	383.50	54.60	246.30	684.40	13.04	87.88	12.00	0.00	41593
	Building Tradesperson Level 06	110	401.70	57.20	246.30	705.20	13.68	88.13	12.00	0.00	42724
	Building Tradesperson Level 07	115	420.00	59.80	244.30	724.10	14.22	88.37	12.00	0.00	43751
	Building Tradesperson Level 08	120	438.20	62.40	244.30	744.90	14.86	73.34	12.00	0.00	44085
	Building Tradesperson Level 09	125	456.50	65.00	244.30	765.80	15.50	73.66	12.00	0.00	45226
Painter	Building Tradesperson Level 04	100	365.20	52.00	246.30	663.50	12.40	67.92	12.00	0.00	39428
	Building Tradesperson Level 05	105	383.50	54.60	246.30	684.40	13.04	68.17	12.00	0.00	40565
	Building Tradesperson Level 06	110	401.70	57.20	246.30	705.20	13.68	68.42	12.00	0.00	41697
	Building Tradesperson Level 07	115	420.00	59.80	244.30	724.10	14.22	68.66	12.00	0.00	42723
	Building Tradesperson Level 08	120	438.20	62.40	242.30	742.90	14.86	53.59	12.00	0.00	42951
	Building Tradesperson Level 09	125	456.50	65.00	244.30	765.80	15.50	53.95	12.00	0.00	44198
Plasterer	Building Tradesperson Level 04	100	365.20	52.00	246.30	663.50	12.40	83.03	12.00	0.00	40217
	Building Tradesperson Level 05	105	383.50	54.60	246.30	684.40	13.04	83.27	12.00	0.00	41353
	Building Tradesperson Level 06	110	401.70	57.20	246.30	705.20	13.68	83.52	12.00	0.00	42484
	Building Tradesperson Level 07	115	420.00	59.80	244.30	724.10	14.22	83.76	12.00	0.00	43511
	Building Tradesperson Level 08	120	438.20	62.40	244.30	744.90	14.86	68.71	12.00	0.00	43844

	Level	Percentage Relativity to C10 Trades-person	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I.	Supple-mentary Payment	State Wage Order Adjustment	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
	Building Tradesperson Level 09	125	456.50	65.00	244.30	765.80	15.50	69.03	12.00	0.00	44985
Plumber	Building Tradesperson Level 04	100	365.20	52.00	246.30	663.50	12.40	106.64	12.00	0.00	41448
	Building Tradesperson Level 05	105	383.50	54.60	246.30	684.40	13.04	106.88	12.00	0.00	42585
	Building Tradesperson Level 06	110	401.70	57.20	246.30	705.20	13.68	107.13	12.00	0.00	43716
	Building Tradesperson Level 07	115	420.00	59.80	244.30	724.10	14.22	107.37	12.00	0.00	44743
	Building Tradesperson Level 08	120	438.20	62.40	244.30	744.90	14.86	92.32	12.00	0.00	45076
	Building Tradesperson Level 09	125	456.50	65.00	244.30	765.80	15.50	92.65	12.00	0.00	46217
Other Building employees not elsewhere classified	Building Employee Entrant Level	78	284.86	40.56	244.30	569.72	9.68	60.40	14.00	0.00	34106
	Building Employee Level 1	82	299.46	42.64	244.30	586.40	10.20	60.56	14.00	0.00	35012
	Building Employee Level 2	87	319.18	45.45	244.30	608.93	10.87	60.80	14.00	0.00	36235
	Building Employee Level 3	92	337.44	48.05	244.30	629.79	11.51	61.01	14.00	0.00	37367
	Building Employee Level 4	100	365.20	52.00	246.30	663.50	12.40	61.48	14.00	0.00	39197
Mechanical Fitter, Motor Mechanic, Refrigeration Fitter & other engineering trades employees not elsewhere classified	Engineering Employee Level 14	78	284.86	40.56	244.30	569.72	14.68	59.37	14.00	0.00	34314
	Engineering Employee Level 13	82	299.46	42.64	244.30	586.40	15.40	59.54	14.00	0.00	35230
	Engineering Employee Level 12	87.4	319.18	45.45	244.30	608.93	16.47	59.77	14.00	0.00	36473
	Engineering Employee Level 11	92.4	337.44	48.05	244.30	629.79	17.41	60.00	14.00	0.00	37622
	Engineering Tradesperson Level 10	100	365.20	52.00	246.30	663.50	18.80	74.16	12.00	0.00	40088
	Engineering Tradesperson Level 09	105	383.50	54.60	246.30	684.40	19.70	74.40	12.00	0.00	41238
	Engineering Tradesperson Level 08	110	401.70	57.20	246.30	705.20	20.70	74.65	12.00	0.00	42388
	Engineering Tradesperson Level 07	115	420.00	59.80	244.30	724.10	21.60	74.89	12.00	0.00	43433
	Engineering Tradesperson Level 06	125	456.50	65.00	246.30	767.80	23.50	60.09	12.00	0.00	45040

	Level	Percentage Relativity to C10 Trades-person	Award Base Weekly – Metal, Engineering and Associated Industries Award, 1998 Part I.	Supple-mentary Payment	State Wage Order Adjustment	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Above Award Payment - Subject to Absorption	Salary
	Engineering Tradesperson Level 05	130	474.80	67.60	244.30	786.70	24.40	60.26	10.00	0.00	45977
Electrical Fitter/ Mechanic	Engineering Tradesperson Level 10	100	365.20	52.00	246.30	663.50	18.80	93.86	12.00	0.00	41116
	Engineering Tradesperson Level 09	105	383.50	54.60	246.30	684.40	19.70	94.10	12.00	0.00	42265
	Engineering Tradesperson Level 08	110	401.70	57.20	246.30	705.20	20.70	94.35	12.00	0.00	43416
	Engineering Tradesperson Level 07	115	420.00	59.80	244.30	724.10	21.60	94.59	12.00	0.00	44461
	Engineering Tradesperson Level 06	125	456.50	65.00	244.30	765.80	23.50	79.70	12.00	0.00	45959
	Engineering Tradesperson Level 05	130	474.80	67.60	244.30	786.70	24.40	79.96	10.00	0.00	47005

(2) (a) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) This Award shall not operate to reduce the salary of any employee who is at present receiving above the minimum rate prescribed for their class of work.

(4) A junior employee, other than an apprentice or trainee, employed to carry out work regulated by this Award, including work normally done by an apprentice or trainee, shall be paid not less than the wage of an adult performing similar work. No new designation shall be introduced during the currency of this Award so as to reduce the status of any employee covered thereby.

(5) Infirmity

(a) Any employee who by reason of infirmity is unable to earn the minimum wage may be paid a lesser wage as may from time to time be agreed upon in writing between the Union's and the Employer.

(b) Where no agreement is reached the matter may be determined in accordance with Clause 11- Dispute Resolution for determination.

(6) Building Trades Employees

Except to the extent of any inconsistency with this Award, those parts of Appendix D - Award Restructuring of the Building Trades (Government) Award 1968 No. 31a of 1966 (as at the date of registration of this Award), which pertain to transfer from old classification structures, reclassification of employees and classification definitions, shall apply to this Award.

(7) Metal Trades Employees

Except to the extent of any inconsistency with this Award, those parts of Clause 5. - Classification Structure and Definitions of the Engineering Trades (Government) Award 1967 No. 29, 30 & 31 of 1961 & 3 of 1962, (as at the date of registration of this Award), which pertain to transfer from old classification structures, reclassification of employees and classification definitions, shall apply to this Award.

(8) Plant Operators

Except to the extent of any inconsistency with this Award, those parts of Clause 5. - Definitions of the Engine Drivers (Government) Award 1983, (provisions applicable as at the date this subclause takes effect), which define a Plant Operator, shall apply to this Award.

2009 WAIRC 01064

WA Health - HSU Award 2006

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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

MINIMUM SALARIES

(1) Subject to the provisions of Clause 8. – Salaries and to the provisions of this Schedule the minimum annual salaries for employers bound by the Award are set out hereinafter.

(2) Minimum Salaries

LEVELS	CURRENT	**ASNA**	NEW
Level 1 under 17 years of age	11363	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 1 st year of service	22117	10970	33087
22 years of age 2 nd year of service	22771	10970	33741
23 years of age 3 rd year of service	23421	10970	34391
24 years of age 4 th year of service	24069	11075	35144
Level 2	24720	10970	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

LEVELS—*continued*	CURRENT	**ASNA**	NEW
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

(a) An employee, who is 21 years of age or older on appointment to a classification equivalent to Level 1, may be appointed to the minimum rate of pay based on years of service, not on age.

(b) (i) For the purposes of this paragraph, 'Medical Typist' and "Medical Secretary' shall mean those employees classified on a classification equivalent to Level 1, 2, or 3 who spend at least 50% of their time typing from tapes, shorthand, and/or Doctor's notes of case history, summaries, reports or similar material involving a broad range of medical terminology.

(ii) A Medical Typist or Medical Secretary shall be paid a medical terminology allowance of an amount equivalent to 5.15% of Level 2 increment 3 per annum, which shall be converted to an hourly rate to enable payment:

(aa) on a fortnightly basis;

(bb) on a proportionate basis for a part-time employee;

(iii) Notwithstanding any other provisions of this paragraph, where an employee, classified equivalent to Level 1, 2 or 3 (other than an employee for whom training or instruction is a formal requirement of their job) has been instructed to provide short-term training or instruction in medical terminology, the employee shall be paid the medical terminology allowance on an hourly basis for the hours so worked.

(c) Where State Wage Case decisions of the Western Australian Industrial Relations Commission result in an expressed money adjustment to adult (21 years and over) salaries under this clause, the rates for Level 1 employees under 21 years shall be calculated using the following formula:

Current junior rate ÷ Current Level 1 (21 years, 1st year of service) rate x ASNA rate for Level 1 (21 years, 1st year of service) = Junior ASNA rate;

The junior ASNA rate is added to the Current Junior Rate to obtain the applicable New Junior rate.

(3) Salaries – Health Professionals

(a) Employees who possess a relevant tertiary level qualification, or equivalent as agreed between the Union and the employers, and who are employed in the callings of Audiologist, Bio Engineer, Chemist, Dietitian, Engineer, Medical Scientist, Librarian, Occupational Therapist, Physiotherapist, Physicist, Pharmacist, Clinical Psychologist, Psychologist, Research Officer, Scientific Officer, Social Worker, Speech Pathologist, Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Orthotist, Certified Clinical Perfusionist, Orthoptist or any other professional calling as agreed between the Union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	With effect on and from the commencement of the first pay period on or after 1 October 2009.
LEVEL 4/6	31545	10971	42516
	33421	10971	44392
	35476	10866	46342
	37438	10762	48200
	40434	10762	51196
	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	67099
	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 4/6 under this subclause:

(i) Employees, who have completed an approved three-year academic tertiary qualification, relevant to their calling, shall commence at the first year increment;

(ii) Employees, who have completed an approved four-year academic tertiary qualification, relevant to their calling, shall commence at the second year increment;

(iii) Employees, who have completed an approved Masters Degree or an approved PhD Degree relevant to their calling, shall commence on the third year increment;

Provided that employees who attain a higher tertiary level qualification, after appointment, shall not be entitled to any advanced progression through the range.

(c) The employer and Union shall be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this subclause and shall maintain a manual setting out such qualifications.

(d) The employer in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 4/6 for a particular calling/s.

(e) The Classification Level Descriptors for each level in subclause (a) of this clause shall be as agreed from time to time between the Employer and the Union, and shall be published by the Employer in an Operational Circular.

(4) The following conditions shall apply to employees in the callings of Engineer:

Employees employed in the calling of Engineer and who are classified Level 4/6 under this Award shall be paid a minimum salary at the rate prescribed for the maximum of Level 4/6 where the employee is an "experienced engineer" as defined.

For the purposes of this paragraph "experienced engineer" shall mean:

(a) An engineer appointed to perform professional engineering duties and who is a Corporate Member of the Institution of Engineers, Australia or who attains that status during service;

(b) An engineer appointed to perform professional duties who is not a Corporate Member of the Institution of Engineers, Australia but who possesses a degree or diploma from a University, College or Institution acceptable to the employer on the recommendation of the Institution of Engineers, Australia, and who:

(i) Having graduated in a four (4) of five (5) academic year course at a University or Institution recognised by the employer, has had four (4) years' experience on professional engineering duties acceptable to the employer since becoming a qualified engineer, or

(ii) Not having a University degree but possessing a diploma recognised by the employer, has had five (5) years' experience on professional engineering duties, recognised by the employer since becoming a qualified engineer.

(5) (a) An employee appointed as a Clinical Psychologist Registrar (Grade 1) shall commence at Level 4/6.5 and shall progress to Level 4/6.6 in the second year.

(b) An employee appointed as a Clinical Psychologist (Grade 2) shall commence at Level 7.3 and shall progress by annual increments to Level 9.2.

(c) Progression from Clinical Psychologist Registrar (Grade 1) to Clinical Psychologist (Grade 2) shall occur with effect from the date registration as a "Clinical Psychologist" is conferred by the Psychologists' Board of Western Australia and the relevant positions may be advertised at Grade 1 or Grade 2 when vacant.

(d) "Clinical Psychologist (Grade 2)" shall mean a Clinical Psychologist who:

(i) is registered with the Psychologists' Board of Western Australia;

(ii) has a thorough knowledge of the methods, principles and practices of the profession;

(iii) works under general to limited direction; and

(iv) has an ability to practice psychology with a high degree of initiative and experience.

(e) The classification and grading structure for Clinical Psychologists above Grade 2 shall be as agreed from time to time between the Employer and the Union, and shall be published by the Employer in an Operational Circular.

2009 WAIRC 01065

Ward Assistants (Mental Health Services) Award 1966

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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

(1) The minimum weekly rate of wage payable to employees covered by this award shall be the base Rate plus the Arbitrated Safety Net Adjustment (ASNA) Payment expressed hereunder:

	Base Rate $	Arbitrated Safety Net Adjustments $	Minimum Weekly Rate $
Ward Assistants			
(a) At 19 years of age and over			
1st year of employment	377.40	244.30	621.70
2nd year of employment	387.80	244.30	632.10
3rd year of employment and thereafter	398.30	244.30	642.60

(b) Under 19 years of age (percentage of the total wage prescribed for a ward assistant in his/her first year of service in paragraph (1)(a) hereof per week).

	%
1st year of employment	73
2nd year of employment	81
3rd year of employment	87

(2) Wages shall be paid by direct funds transfer to the credit of an account nominated by the employee at such bank, building society or credit union approved by the employer. Provided that where such form of payment is impractical or where some exceptional circumstances exist and by agreement between the employer and the Union, payment by cheque may be made.

(3) Payment for higher duties shall not apply to an employee required to act in another position whilst the permanent employee is on a single accrued day off as prescribed by subclause (3) of Clause 5. - Hours of this award.

(4) An employee who regularly performs shift or weekend work shall be paid for accrued days off, including shift or weekend penalties, when those days are taken as leave and at the rate which applied when they were accumulated.

(5) An employee who performs shift or weekend work irregularly may be paid shift or weekend penalties during the pay period in which the work is performed.

(6) No deductions shall be made from an employee's wage unless the employee has authorised such deduction in writing.

(7) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2009 WAIRC 01066

Watchmakers' and Jewellers' Award, 1970

8. - WAGES

(1) The minimum weekly rate of wage payable to adult employees covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder, on and from the commencement of the first pay period on or after 1 October 2009.

		Base Rate $	Supple-mentary Payment$	Arbitrated Safety Net Adjustments $	Minimum Rates $
(a)	Watchmaker, Clockmaker watch and clock repairer	365.20	52.00	246.30	663.50
(b)	Jeweller, setter, general jeweller's tradesman and engraver	365.20	52.00	246.30	663.50
(c)	***Process Worker % of trade***				
	Grade 1 78				569.70
	Grade 2 80	292.16	36.80	244.30	573.26
	Grade 3 85	310.42	40.60	244.30	595.32

(2) (a) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Apprentices (wage per week expressed as a percentage of the respective tradesman's rate)

(a)	5 Year Term:	%
	1st year	40
	2nd year	48
	3rd year	55
	4th year	75
	5th year	88
(b)	4 Year Term:	
	1st year	42
	2nd year	55
	3rd year	75
	4th year	88

(4) Leading Hands:

Any jeweller or watchmaker placed in charge of not more than ten (10) jewellers or watchmakers shall be paid $25.60 per week in addition to the rates of pay prescribed by this award.

(5) Tool Allowance:

Watchmakers and apprentices to watchmaking shall be paid a tool allowance of $10.50 per week extra.

(6) Junior process worker (percentage of adult process worker - Grade 1).

	%
At 16 years of age and under	50
At 17 years of age	60
At 18 years of age	75
At 19 years of age	90
At 20 years of age	100

8A. - MINIMUM WAGE - ADULT MALES AND FEMALES

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01067

Water Corporation (Staff) Award 2003

29. - ARBITRATED SAFETY NET ADJUSTMENT

The rates of pay in this award include arbitrated safety net adjustments up to and including the State Wage Case decision, on and from the commencement of the first pay period on or after 1 October 2009. Increases made under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreement, are not to be used to offset arbitrated safety net adjustments.

30. - 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

The rates of pay in the table A are the rates of pay for Water Corporation staff.

Classification Levels	Salary Range		
Level 8	101695		
	94418		
Level 7	89511		
	83655		
Level 6	80165		
	73920		
Level 5	69761		
	64452		
Level 4	60959		
	57465		
Level 3	56237		
	52451		
Level 2	50742		
	46935		
Level 1			
Point 7	45060		
Point 6	36271		
Point 5	33754		
Point 4	30954		
Point 3	27857		
Point 2	25052		
Point 1	22618		
Specified Callings			
5 th Year	58858	to	60959
4 th Year	57465	to	59511
3 rd Year	52451	to	54296
2 nd Year	49034		
1 st Year	46935		

2009 WAIRC 01068

Western Australian Mint Security Officers' 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.

14. - WAGES AND ALLOWANCES

(1) (a) The minimum and maximum of the wage range for qualified security officers shall be as follows, paid fortnightly:

		Per Week $	Arbitrated Safety Net Adjustments$	Per Week $
Senior Security Officer	Min	438.80	246.30	685.10
	Max	454.70	246.30	701.00
Security Officer	Min	410.50	244.30	654.80
	Max	426.40	246.30	672.70

(b) The actual wage of each officer referred to in paragraph (a) hereof shall be a sum determined by the Mint in relation to the officer's merit, diligence and good conduct, which shall first be reviewed six months after appointment as senior security officer or security officer as the case may be, and six-monthly thereafter. On review, an officer's wage may be increased by 10% or 20% of the difference between the relevant minimum and maximum rates prescribed in paragraph (a) hereof. An officer who, upon review, does not receive the maximum 20% increment may apply for a review after a further three months.

(c) The rate of pay of an unqualified security officer shall be $384.30 per week plus the $244.30 arbitrated safety net adjustment, paid fortnightly inclusive of the arbitrated safety net adjustment.

(d) The rate of pay of a Commissionaire shall be as follows, paid fortnightly:

	Per Week$	Arbitrated Safety Net Adjustments$	Per Week$
1st year of employment	384.30	244.30	628.60
2nd year of employment	389.60	244.30	633.90
3rd year of employment	394.80	244.30	639.10

(e) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) (a) An allowance for shift work of 15% of an officer's base rate of pay shall be paid fortnightly to officers in respect of work performed during the ordinary hours of weekday shifts as defined in subclauses (5) and (6) of Clause 5. - Definitions of this Award other than public holidays. The allowance is not payable during long service leave or periods of leave without pay of any kind.

(b) An officer who, in accordance with the provisions of subclause (4) of Clause 7. - Hours, works an eleventh shift shall be paid the overtime rates prescribed in this Award for the whole of the shift.

(3) (a) A senior security officer or security officer who has been trained to render first aid and who is a current holder of appropriate first aid qualifications, such as a Senior First Aid Certificate from the St John Ambulance Association, will be paid a first aid allowance of $1.80 per shift with a maximum payment of $8.70 per week.

(b) The allowance is paid on a fortnightly basis and is payable only when the officer is at work.

(4) (a) Where an officer is required to carry a firearm that officer shall be paid an allowance of $1.95 per shift with a maximum payment of $9.40 per week.

(b) The allowance is payable on a fortnightly basis and is payable only when the officer is at work.

(c) Where an officer is required to carry a firearm the Mint shall:

(i) provide and maintain the firearm;

(ii) pay the licensing fee;

(iii) provide initial training with such time counted as time worked; and

(iv) provide refresher courses at quarterly intervals, with such courses counted as time worked.

(5) The allowances referred to in subclauses (3) and (4) of this clause shall not form part of the calculation of any other entitlement either under this Award or for the purpose of the calculation of the officer's base rate and are not payable during any period of leave.

2009 WAIRC 01069

Western Australian State Public Hospitals, Medical Practitioners' 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.

7. - SALARIES AND SALARY RANGES

(1) Salaries or salary ranges applicable to medical practitioners covered by this Award shall be:

(a) Full Time Medical Practitioners

			$ per annum	ASNA	TOTAL
(i)	Medical Specialists				
	Specialists, Level 1	Point 1	68242	11754	79996
		Point 2	71345	11754	83099
		Point 3	74457	11754	86211
		Point 4	77582	11754	89336
		Point 5	81523	11754	93277
		Point 6	83646	11754	95400
	Senior Specialists,	Point 1	85769	11754	97523
	Level 2	Point 2	90400	11754	102154
(ii)	General Practitioners	Point 1	68242	11754	79996
		Point 2	71345	11754	83099
		Point 3	74457	11754	86211

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

An Assistant Medical Superintendent shall be appointed within the Specialist, Level 1 range provided that an Assistant Medical Superintendent who does not possess a recognised qualification of a University or College shall not progress beyond Point 3 in that range.

A Deputy Medical Superintendent shall be appointed within the Specialist, Level 1 and Senior Specialist, Level 2 ranges at not less than Specialist, Level 1, Point 5, provided that a Deputy Medical Superintendent who does not possess a recognised higher qualification of a University or College shall not progress beyond Specialist, Level 1, Point 6.

(b) Sessional Appointees

			$ per session
(i)	Medical Specialists		
	Specialist, Level 1	Point 1	196.67
		Point 2	204.47
		Point 3	208.32
		Point 4	220.02
		Point 5	229.88
		Point 6	235.20
	Senior Specialist,	Point 1	240.50
	Level 2	Point 2	252.07
(ii)	General Practitioners	Point 1	196.67
		Point 2	204.47
		Point 3	212.22

(2) A Medical Practitioner, other than a Radiologist who is remunerated in accordance with Clause 16(10)(h) who is required to perform administrative duties appropriate to a Head of Department in a hospital, shall be paid an allowance calculated in accordance with the following formula:

No. of Staff Under Direct Supervision and control	$ per annum
0 - 4	nil
5 - 9	1155
10 - 20	2310
Over 20	3466

(3) The rates expressed in this Clause shall be varied to the extent necessary to give effect to any decision of the Western Australian Industrial Relations Commission in a State Wage Case made during the currency of the Award and expressed to be on general economic grounds and which has general application.

(4) It is a term of this Award that the Association undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 704 of 1991 not to pursue any extra claims, award or over award except when consistent with the State Wage principles.

2009 WAIRC 01070

The Western Australian Surveying (Private Practice) Industry Award, 2003

5.1 - SALARIES

The rates of pay in this Award include Arbitrated Safety Net adjustments available since December 1993 under the Arbitrated Safety Net Adjustment Principle and includes the 2003 Safety Net Wage Case Increase of 5 June 2003 (2003 WAIRC 08452).

These Arbitrated Safety Net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset Arbitrated Safety Net adjustments.

Wage	Classification title	Minimum Salaries - $			Skill relativity to level 10 after full minimum rate\broadbanding adjustments
		Hourly	Weekly	Annual	%
Level 1 5.1.1(a)	Manager/Professional - Business/Specialist	30.14	1145.40	59588.50	210
Level 2 5.1.1(b)	Manager/Professional - Project/Specialist	26.84	1020.30	53083.50	180
Level 3 5.1.1(c)	ExperiencedProfessional Surveyor including Licensed Surveyor/Engineer	24.65	936.80	48741.50	160
Level 4 5.1.1(d)	Experienced Surveyor/Town Planner	23.63	898.30	46739.83	150
Level 5 5.1.1(e)	Technician V / Survey Party Leader	23.11	878.20	45694.83	145
Level 6 5.1.1(f)	Technician IV / Survey Party Leader	22.01	836.49	43525.83	135
Level 7 5.1.1(g)	Technician III / Survey Technician, Senior (part-time party leader)Graduate Professional Engineer/Surveyor/Town Planner - 4 year	21.46	815.70	42444.83	130
Level 8 5.1.1(h)	Technician II / Survey Technician,Graduate Surveyor - under Articles/Town Planner – 3 year	20.91	794.80	41357.83	125
Level 9 5.1.1(i)	Technician I / Trainee Technician, Survey	19.32	734.20	38206.83	110
Level 10 5.1.1(j)	Technical Assistant Survey	18.23	692.80	36053.83	100
Level 11 5.1.1(k)	Trainee Assistant Survey	16.31	619.80	32252.83	90

Wage	Classification title	Minimum Salaries - $			Skill relativity to level 10 after full minimum rate\broadbanding adjustments
		Hourly	Weekly	Annual	%
Level 12 5.1.1(l)	Unskilled	16.19	615.40	32028.83	82
Entry level 5.1.1(m)	For entry level for employees who possess relevant technical/professional qualifications see clause 5.1.2				
5.1.1(n)	The skill relativities to level 10 set out in the above table apply subject to any future award or safety net increases by the Commission. Any such safety net increases will not vary the percentages set out above as being the indicative wage relativities of classifications under this award.				

5.1.3 - SALARIES CLERICAL EMPLOYEES

5.1.3(a) Adult

Grade	Weekly Rate
	$
1	591.90
2	612.80
3	646.50

Provided that:

(a) No employee employed as at the commencement of this award is to receive less pay as a result of regrading under this award. In the event that such regrading results in a lower grading, the present salary is to be maintained until overtaken by award increases.

(b) Overaward payments may be absorbed into any increase arising under this award.

5.1.3(b) Juniors

The following percentage of Grade 1 weekly rates shall be minimum rates of wages per week for junior employees:

Age	Rate per Week
17	60%
18	70%
19	80%
20	90%

5.3 - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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 01071

The Western Australian Professional Engineers (General Industries) Award 2004

4.1 - SALARIES

4.1.1 The minimum annual salaries payable to full-time professional engineers in the classifications defined in 4.3 shall be as set out hereunder:

Classification	Annual Salary
	$
Level 1 - Professional engineer (graduate)	40978
Level 2 - Professional engineer (experienced)	47290
Level 3 - Professional engineer	51632
Level 4 - Professional engineer	58163

4.1.2 The minimum part-time hourly rate paid to those employees who are engaged to work on a part-time basis for a constant number of hours shall be as set out hereunder. Part-time employees shall accrue entitlements on a proportionate basis to that of full-time employees calculated according to the ratio of their weekly hours of work to the ordinary hours of work for full-time employees in the operation or business concerned.

Classification	Part-time hourly rate
	$
Level 1 - Professional engineer (graduate)	20.68
Level 2 - Professional engineer (experienced)	23.87
Level 3 - Professional engineer	26.06
Level 4 - Professional engineer	29.36

(Note Part-time rates were calculated by dividing the annual salary by 52.14 weeks and subsequent dividing that amount by 38 hours. This is then rounded to the nearest cent. Any variations to the part-time rates of pay as a result of State Wage Case decisions are to be calculated in accordance with this method.)

4.1.3 The minimum casual hourly rate paid to those employees who are engaged and paid as such shall be as set out hereunder, and includes an amount in lieu of annual leave, sick leave, and public holidays.

Classification	Casual hourly rate
	$
Level 1 - Professional engineer (graduate)	24.30
Level 2 - Professional engineer (experienced)	28.05
Level 3 - Professional engineer	30.62
Level 4 - Professional engineer	34.50

(Note The casual hourly rates were derived by multiplying the part-time hourly rates by the 17.5%. This is then rounded to the nearest cent. Any variations to the casual rates of pay as a result of State Wage Case decisions are to be calculated in accordance with this method.)

4.1.4 The provisions for part-time and casual hourly rates shall not be applicable to full-time employees. Full-time employees are subject to clause 3.1 – Hours of Duty.

4.1.5 It is expected that a graduate engineer will advance to experienced engineer following the progressive acquisition of skills and competence and such employee's competence and salary will be reviewed regularly during that period.

4.5 - MINIMUM ADULT AWARD WAGE

4.5.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

4.5.2 The minimum adult award wage for full-time employees aged 21 or more is $569.70 per week payable on and from the first pay period on or after 1 October 2009.

4.5.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

4.5.4 Unless otherwise provided in this clause adults 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.

4.5.5 Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.

4.5.6 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*.

4.5.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

4.5.8 Subject to this clause the minimum adult award wage shall –

(a) Apply to all work in ordinary hours.

(b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

4.5.9 Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 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.

4.5.10 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 01072

Western Australian Mint Award 2005

FIRST SCHEDULE - WAGES

(1) (a) per week

Level	2004	2005	2006	Payable on and from the commencement of the first pay period on or after 1 October 2009
C6	845.81	879.64	914.83	980.13
C7	791.96	823.63	856.58	921.88
C8	759.16	789.52	821.11	886.41
C9	726.33	755.38	785.59	850.89
C10	693.61	721.35	750.21	815.51
C11	644.08	669.84	696.64	761.94
C12	612.62	637.12	662.61	727.91
C13	578.52	601.66	625.73	691.03

(b) The rate paid at paragraph (a) above is payable on superannuation and during any period of paid leave prescribed by this Award.

(c) Where in an Award an additional rate is expressed as a percentage, fraction, multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this Award for the actual year of the apprenticeship.

(d) If this award is in force following 2006, the state wage case shall apply for future wage increases

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2009 WAIRC 01073

Wine Industry (WA) Award 2005

4.1 - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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) Adult Employees

The weekly minimum rate of pay will be as follows:

Grade	Base Rate	Relativity	Safety Net Adjustment	Supplementary Payment	Total Weekly Rate
	$	%	$	$	$
1	284.80	78.0	244.30	40.60	569.70
2	299.50	82.0	244.30	83.70	627.50
3	319.20	87.4	244.30	94.00	657.50
4	337.40	92.4	246.30	97.80	681.50
5	365.20	100.0	244.30	99.30	708.80

(2) **Junior Employees**

(a) The minimum wage payable under this award to junior employees shall be the undermentioned percentage of the adult rate of the classification under which they are employed:

	Percentage of adult rate
16 years and under 17 years	80
17 years and under 18 years	90
18 years and over	100

(b) The total wage for junior employees shall, in the case of weekly employees, be calculated in multiples of five cents. Amounts of two cents or less being taken to the lower multiple and amounts in excess of two cents being taken to the higher multiple.

(3) Arbitrated Safety Net Adjustments

The rates of pay in this award include arbitrated safety net adjustments payable available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in rates of pay received by employees since 1 November 1991 above the wage rates prescribed in the award. For these purposes over award rates of pay in any industrial agreement affecting employees whose terms of employment are also regulated by the award shall likewise be liable to absorption unless contrary to the terms of the industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles excepting those resulting from enterprise agreements are not to be used to offset arbitrated safety net adjustments.

(4) Casual Employees

A casual employee shall be paid 20% more than the ordinary rate for the calling in which they are employed.

(5) Leading Hands

Leading hands appointed by the employer in any department must be paid the allowances set out below in addition to the wage rate prescribed for their classification:

	Rate Per Week
	$
Up to and including four employees	13.50
More than four but less than 10 employees	21.70
More than 10 employees	33.50

2009 WAIRC 01074

Wire Manufacturing (Australian Wire Industries Pty. Ltd.) Award No. 24 of 1970

25. - WAGES

(1) (a) The rates of pay prescribed in paragraph (b) of this subclause shall operate on and from the commencement of the first pay period on or after 1 October 2009.

(b) Classifications -

Non-Trades	Base Rate $	ASNA $	Total Rate $	Minimum Adjustment$
Learner	314.60	244.30	558.90	569.70
Wire Employee Grade 1	325.00	244.30	569.30	569.70
Wire Employee Grade 2	346.80	244.30	591.10	
Wire Employee Grade 3	368.00	244.30	612.30	
Wire Employee Grade 4	385.50	244.30	629.80	
Wire Employee Grade 5	404.90	244.30	649.20	
Trades				
Tradesperson Grade 1	365.20	244.30	609.50	
Tradesperson Grade 2	374.10	244.30	618.40	
Tradesperson Grade 3	398.70	244.30	643.00	
Tradesperson Grade 4	424.40	246.30	670.70	

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.

(c) The parties agree that wage increases arising from broadbanding and adjustment of minimum rates are subject to absorption into existing overaward payments.

(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 agree that no employee shall lose income as a result of reclassification and implementation of new classification structures.

(2) Tool Allowance

(a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or apprentice the employer shall pay a tool allowance of -

(i) **$11.90** per week to such tradesperson or

(ii) in the case of an apprentice a percentage of **$11.90**, being the percentage which appears against the apprentice's year of apprenticeship in subclause (5) of this clause,

for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of their work as a tradesperson or apprentice.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.

(c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(d) A tradesperson or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the employee's negligence.

(3) Junior Employees - (Percentage of weekly wage prescribed for the classification "Learner")

	%	Rate Per Week $	ASNA	TOTAL
Under 16 years of age	40	172.56	97.72	270.28
Between 16 and 17 years	50	215.70	122.15	337.85
Between 17 and 18 years	60	258.84	146.58	405.42
Between 18 and 19 years	70	301.98	171.01	472.99
Between 19 and 20 years	80	345.12	195.44	540.56
Between 20 and 21 years	94.1	405.95	229.88	635.83

(4) Apprentices - (Wage per week expressed as a percentage of the rate for "Tradesperson Grade 1").

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

(5) 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 01075

Wool Scouring and Fellmongery 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.

22. - WAGES

(1) (a) 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 $
Shift Foreman, in charge of wool scouring machine	380.00	244.30	624.30
Leading Hand in charge of presses	360.50	244.30	604.80
Grease Separator Operator	360.50	244.30	604.80
Centre Hand	360.50	244.30	604.80
General Hand	357.20	244.30	601.50
Picking over scoured wool and sewing blades	337.30	244.30	581.60

(b) Junior Employees shall be paid the following percentage of the rate of pay for the class of work on which they are engaged:

	%
Under 16 years of age	50
16 to 17 years of age	60
17 to 18 years of age	80
18 to 19 years of age	90
19 years of age and over	Adult Rates

(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.

2009 WAIRC 01076

Wool, Hide and Skin Store Employees' Award No. 8 of 1966

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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. - WAGES AND CLASSIFICATION STRUCTURE

(1) Classification Structure

STOREWORKER LEVEL 1

Relativity: 90%

Pre-requisites:

* Basic interpersonal and communication skills.

* Basic literacy and numeracy skills.

Skills/Duties:

* Familiar with company policies and procedures.

* Responsible for quality of his/her own work subject to detailed direction.

* Obtain knowledge and apply appropriate manual handling skills.

* Able to work in a team environment and/or under routine supervision.

* Able to exercise discretion within the limits of skills and/or training.

* Able to undertake duties in a safe and responsible manner.

The following tasks are indicative of the tasks which an employee at this level may be required to perform.

1. Core sampling (non-mechanical).
2. Feeding wool into blending machines.
3. Head marking or branding of head bale at receival or weighing.
4. Inserting lot plates or dividers.
5. Lobbing.
6. Opening or closing bales (including fadging and boodling).
7. Pushing into or taking from elevators or drops.
8. Sewing.
9. Wheeling baskets.
10. Hand trucking.
11. Use of non-licensed material handling equipment.
12. Operate wool blending machine.
13. Responsible for housekeeping in own work environment.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 2

Relativity: 92.4%

Pre-requisites:

* Storeworker Level 1 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 1 the following skills/duties are required:

* Able to work in a team environment under limited supervision.

* Responsible for quality of his/her own work.

* Appropriate licence to operate required materials handling equipment, (other than crane or fork-lift rated in excess of 20000kg), (as required).

The following tasks are indicative of the tasks which an employee at this level may be required to perform.

1. Breaking out of specified bales for shipping, showing, pooling or blending.

2. Breaking out for rail trucks (including the use of mechanical aids).

3. Breaking down stacks of wool.

4. Port marking and branding of wool for shipping.

5. Operating and in charge of semi-automatic dump press.

6. Operating of all appropriate materials handling equipment (other than crane or fork-lift rated in excess of 20000kg), not requiring ancillary or incidental clerical functions.

7. Sheetman or fossicker.

8. Wool pressing.

9. Weight adjusting.

10. Handling or hanging or drying green skins (including trottering of sheepskins).

Handling hides including staking and unstacking operator and in charge of skin press.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 3

Relativity: 94.5%

Pre-requisites:

* Storeworker Level 2 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 1 the following skills/duties are required:

* Understands and is responsible for quality control standards.

* Advanced level of interpersonal and communication skills.

* Keyboard skills.

* Able to perform work required with minimal supervision.

* Able to operate computerised inventory equipment (as required).

Indicative of the tasks which an employee at this level may perform are the following.

1. Sworn weigher or employee (including fork-lift driver) recording or carrying out clerical functions in receiving, weighing and delivering or shipping of bales including notifying locations of bales by radio or other electronic means.

2. In charge of an out-store.

3. Operation of semi-automatic core line.

4. Responsible for the actual packing of containers with dumped bales.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 4

Relativity: 97%

Pre-requisites:

* Storeworker Level 3 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 4 the following skills/duties are required:

* Appropriate licence to operate required materials handling equipment and/or container handling equipment and/or crane, with capacity rated greater than 20000kg (as required).
* Knowledge of operation of fully automated core line operation.
* Able to operate computerised wool handling equipment (as required).

Indicative of the tasks which an employee at this level may perform are the following:

1. Operator in charge of a fully automated core line operation.
2. Operator in charge of a fully automatic Dump Press (i.e. TriPak).
3. Operator of container handling equipment rated greater than 20000kg.
4. Employee charged by employer with the responsibility of supervising and directing not more than 10 employees (not being a number of employees working as a team).
5. Classing skins, furs or hides.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 5 - WOOL CLASSER

Relativity: 100%

Pre-requisites:

* Storeworker Level 4 or equivalent.
* Appropriate Certification.

Skills/Duties:

In addition to the skills/duties required of a Storeworker Level 4 the following skills/duties are required:

* Able to sort all types of wool to desired graded lines.
* Able to allocate bin types and calculate bin weights and percentages.
* Responsible for sorting wool to Industry Quality Control Standards.
* Understanding of operation of a Wool Re-handling Department.

Indicative of the tasks which an employee at this level may perform are the following:

1. Classing or sorting wool with or without mechanical aids.
2. Undertake appropriate recording functions.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 6 - OVERLOOKER

Relativity: 105%

Pre-requisites:

* Wool Classer or equivalent.

Skills/Duties:

In addition to the skills/duties required of Wool Classer the following skills/duties are required:

* Proven ability to train and supervise.
* Competent to train wool classers.
* Proficient in the accurate allocation of types and component percentages and weights of all wool bales.
* Must ensure quality control standards are met by all wool re-handling personnel.
* Must ensure the efficient operation of a wool re-handling department.

Indicative of the tasks which an employee at this level may perform are the following:

Control and co-ordinate all relevant functions of a wool re-handling operation.

(2) Deleted

(3) Deleted

(4) Total Wage Rates (Adults)

The total wage rate per week for adult employees performing the work described by the classifications detailed in subclause (1) of this clause shall be as detailed in column 5 of the table below. The rates of pay in this subclause take effect on and from the commencement of the first pay period on or after 1 October 2009.

Column 1	Column 2	Column 3	Column 4	Column 5
CLASSIFICATION	BASE RATE	SUPPLEMENTARY PAYMENT	ARBITRATED SAFETY NET ADJUSTMENTS	TOTAL RATE
Storeworker Level 1	328.70	46.80	244.30	619.80
Storeworker Level 2	337.50	48.00	244.30	629.80
Storeworker Level 3	345.10	49.10	244.30	638.50
Storeworker Level 4	354.30	50.40	244.30	649.00
Storeworker Level 5 – Wool Classer	365.20	52.00	246.30	663.50
Storeworker Level 6 - Overlooker	383.50	54.60	246.30	684.40

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.

(5) Transitional Provisions

(a) The provisions of subclauses (1), (2), (3) and (4) of this clause shall be trialled for a period of 12 months from the date of operation in order to assess the suitability of such a classification structure.

(b) Any dispute arising from the introduction of the provisions of subclauses (1), (2), (3) and (4) of this clause shall be discussed between the employee, employer and failing agreement, with a duly accredited union official. If the matter is not resolved at the workplace it shall be referred to the Western Australian Industrial Relations Commission.

(c) The following translation table shall be used to determine an employee classification as at the date of the introduction of this variation.

GRADING UNDER OLD CLASSIFICATION STRUCTURE	GRADING UNDER NEW CLASSIFICATION STRUCTURE(See exceptions below)
Storeman Grade (a)	Storeworker Level 1
Storeman Grade (b)	Storeworker Level 2
Storeman Grade (c)	Storeworker Level 2
Storeman Grade (d)	Storeworker Level 3
Storeman Grade (e)	Storeworker Level 3
Storeman Grade (f)	Storeworker Level 4
Wool Classer (g)	Storeworker Level 5 - Wool Classer
Overlooker - 2-5 employees (h)	Storeworker Level 6 - Overlooker
Overlooker - 6+ employees (h)	Storeworker Level 6 - Overlooker

Exceptions

1. Weighing Adjusting which under the old classification structure was Grade (a) translates to Level 2 under the new structure.

2. Operator in charge of a fully automatic dump press (i.e. TriPak) which under the old classification structure was Grade (b) translates to Level 4 under the new classification structure.

3. Employee in charge of out store which under the old classification structure was Grade (e) translates to Level 4 under the new classification structure.

(d) The rates described herein include the 1st Minimum Rate Adjustment.

(e) It is agreed that the total amount of the supplementary payment described in subclause (3) of this clause shall be absorbed from any component of the weekly wage in excess of the base rate described in subclause (2) of this clause.

(f) It is agreed that no employee shall suffer a reduction in actual weekly total wage rates as a consequence of the introduction of the new classification structure.

(g) It is agreed that the parties shall aim to complete the Minimum Rates Adjustment process no later than 1 November 1993.

(h) It is agreed that each employer shall provide each employee, within three (3) months of the date of operation of this order, advice concerning that employee's new classification as described by subclause (1) of this clause.

(6) An allowance of five percent on so much of his/her average earnings per week exclusive of overtime as does not exceed the amount fixed from time to time for workers covered by the provisions of paragraph (a) of subclause (2) and paragraph (a) of subclause (3) of this clause shall be paid to a weekly worker if he/she is employed in a wool store for any period of less than six successive calendar months unless such employment has been terminated voluntarily or on account of malingering, inefficiency, neglect of duty or misconduct.

Provided that in the event of any such worker being dismissed (except for malingering, inefficiency, neglect of duty or misconduct) within fourteen days prior to Christmas Day, he shall receive not less than one half week's wages by way of such allowance. That is to say, if the five percent allowance on wages earned up to the time of dismissal is not equal to one half week's wages, then the half week's wage shall be paid, but if the five percent allowance on wages earned up to the time of dismissal is in excess of one half week's wages, then the said five percent allowance shall be paid but not the half week's wages.

(7) Ninety cents per hour in addition to the above rates shall be paid to any worker who actually handles "dead" wool.

(8) If a worker is required by his/her employer to act as a first aid attendant in any store, for so acting he shall be paid in addition to his/her ordinary rate of pay the sum of $2.00 per day.

(9) (a) The weekly wage rates for junior employees shall be calculated by multiplying the relevant percentage determined by the employee's age as detailed below and the total rate of pay for the classification of Storeworker Level 1 as provided for in subclause 4 of this clause.

Age	Percentage
At 17 years of age or under	70%
At 18 years of age	80%
At 19 years of age	90%
At 20 years of age	100%

The total wage shall be calculated to the nearest 10 cents, with any amount of five cents or greater rounded up, any amount less than 5 cents being disregarded.

(b) The provisions of subclause (5) of this clause mutatis mutandis (the necessary changes being made) shall apply to Junior Employees.

(10) Casual Employees: Casual employees shall be paid at the rate of twenty percent in addition to the rates prescribed by this award for the appropriate classification.

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Wundowie Foundry Award 1986

23. - WAGES

(1) (a) An employee other than an apprentice shall be paid the rate per week assigned to his/her class of work.

Classification	Group	Base Rate $	Supplementary Payment $	Arbitrated Safety Net Adjustments $	Total Rate $
C9	B	380.10	58.00	246.30	684.40
C10	D	365.20	52.00	246.30	663.50
C11	E	345.70	39.80	244.30	629.80
C12	H	327.20	36.60	244.30	608.10
C13	L	311.70	30.30	244.30	586.30
C14	N	291.60	33.80	244.30	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.

Any tradesman moulder employed in a foundry where no other jobbing moulder is employed shall be paid at the rate prescribed for leading hands in charge of not less than three and not more than ten other employees.

(2) Leading Hand Allowances:

An employee placed in charge of three or more other employees, or otherwise classified by the employer as a leading hand, shall be paid the additional margin set out hereunder:

	$
(a) If placed in charge of not less than three and not more than ten other employees	22.40
(b) If placed in charge of more than ten and not more than twenty other employees	34.30
(c) If placed in charge of more than twenty other employees	45.70

(3) 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 their work as a tradesperson or as an apprentice the employer shall pay a tool allowance of -

(i) $12.80 per week to such tradesperson, or

(ii) In the case of an apprentice a percentage of $12.80 being the percentage which appears against their 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 their work as a tradesperson or apprentice.

(b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this 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 negligence.

(e) Any employee in receipt of a tool allowance in accordance with this clause shall maintain an adequate tool kit located at the place of work to enable work to be carried out safely and efficiently. Such tool kit shall, at all times, contain the tools agreed by the Company and the union as the minimum for the respective occupation.

(4) Casual Employees:

An employee who is engaged to work less than five consecutive days shall be paid 20% of the ordinary rate in addition to the ordinary rate for his/her class of work.

(5) Apprentices:

(a) The rate per week shall be the percentage shown of the tradesperson's moulder rate-

Five Year Term	Percentage
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 Half Year Term	
First Six months	42
Next Year	55
Next following year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

(b) For the purpose of this subclause "tradesperson's rate" means the rate per week of the classification C10 contained in paragraph (a) of subclause (1) of this clause.

(6) Minimum Wage:

(a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(b) The minimum adult award wage for full-time employees aged 21 or more 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.

(7) 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 structural efficiency adjustments, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the metal and engineering industry and to enhance the career opportunities and job security of employees in the industry.

(c) At the enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of Wundowie Foundry. Measures raised by the employer, employees or union for consideration consistent with the objective of subclause (a) hereof shall be processed through that consultative mechanism.

(d) Measures raised for consideration consistent with subclause (b) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this award and, subject to Clause 29. - Training of this award, matters concerning training and, subject to paragraph (d) hereof, any other measures consistent with the objective of paragraph (a) of this subclause.

(e) Without limiting the rights of either the 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; and

(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) Transition/Implementation Period and Arrangements

An agreed new wage and classification structure forms Appendix Two - New Classification Structure and Definitions of this award.

(i) Duration

It is agreed between the parties that a transition/implementation period shall operate from the first pay period to commence on or after 23 July 1991 until the first pay period beginning on or after 23 December 1991.

(ii) Objectives

The objective of this transition/implementation period is -

(aa) to enable all parties to the award to familiarise themselves with the new wage classification and definition structure; and

(bb) for each plant or establishment to apply (subject to the transitional arrangements below) the new wage, classification and definition structure set out in Appendix One - Memorandum of Understanding of this award in place of existing arrangements as defined in Clause 5. - Definitions and subclause (1) of Clause 23. - Wages of this award.

(iii) Transitional Arrangements

In order to assist an orderly transition, the following arrangements shall apply -

(aa) From the first pay period commencing on or after 23 July 1991 an employee's new wage group shall be determined in accordance with subclause (1) of Clause 23. - Wages of this award.

(bb) Transfer to the new classification structure and definitions shall be subject to the availability of the Implementation Manual. In the interim the existing definitions in Clause 5. - Definitions of this award will apply.

(cc) The parties shall undertake appropriate consultation in accordance with paragraph (b) of this subclause.

(dd) Upon transition to the new classification structure employees, subject to placitum (cc) hereof will perform work in accordance with the new classification and definition as set out in Appendix Two - New Classification Structure and Definitions of this award, in lieu of definitions currently set out in Clause 5. - Definitions of this award.

(ee) Any disputes in relation to the transition/implementation of the new wage, classification and definition structure shall be referred in the normal manner for determination by the Western Australian Industrial Relations Commission.

(ff) The parties shall re-affirm that wage increases arising from broad-banding and adjustment of minimum rates are subject to absorption into existing over-award payments.

(iv) Reclassification will be according to the following principles -

(aa) Employees will transfer to the new classification structure without loss of pay in accordance with a schedule agreed between the parties which will "line-up" the old classification with the new levels.

(bb) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

(cc) In the event that there is a claim for reclassification by an existing employee to a higher level under the 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 -

The parties agree that the existing award disputes avoidance procedure shall be followed.

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 the new classification structure before any claims for reclassification are processed and shall be incorporated in the Implementation Manual as they become available.

The Implementation Manual shall lay down procedures for testing the validity of an employee's claim for reclassification. These procedures shall be undertaken by an independent third party recognised by the National Training Board - eg. T.A.F.E.

(v) Review

(aa) Prior to the expiration of the six month period, the parties will consult and make any changes to the classification structure as agreed are appropriate.

(bb) At the expiration of the six month period, employers will be required to have completed the transitional phase.

(cc) The parties are committed to modernising the terms of the award and to addressing the issues associated with training with a view to finalising these matters by 1 December 1991 and 1 January 1992 respectively.

(dd) The parties are also committed to finalising the Implementation Manual.

2009 WAIRC 01078

Zoological Gardens Employees award

1B. - MINIMUM ADULT AWARD WAGE

(1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.

(2) The minimum adult award wage for full-time employees aged 21 or more 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) The minimum total rate of wage payable under this award shall be as follows

	Rate $	Arbitrated Safety Net Adjustments $	Minimum Total Rate $
KEEPER			
Year One	400.00	244.30	644.30
Year Two	410.00	244.30	654.30
Year Three	420.00	246.30	666.30
SPECIALIST KEEPER - GRADE I			
Year One	432.70	246.30	679.00
Year Two	444.40	246.30	690.70
Year Three	456.30	246.30	702.60
Year Four	468.20	244.30	712.50
SPECIALIST KEEPER - GRADE II			
Year One	480.10	244.30	724.40
Year Two	492.00	244.30	736.30
Year Three	503.90	244.30	748.20
Year Four	516.00	244.30	760.30
SENIOR SPECIALIST KEEPER			
Year One	536.30	244.30	780.60
Year Two	551.10	244.30	795.40
Year Three	566.90	244.30	811.20

(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.