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*"Clauses of Awards as varied by the General Order of the Commission in Court Session in Application 1 of 2015 dated 16<sup>th</sup> June 2015. Reasons for Decision and General Order were published in the June WAIG, Vol. 95—Part 1, Subpart 6 at pages 679 – 700."*

## VARIATION SCHEDULES—

2015 WAIRC 00595

### Earth Moving and Construction Award

#### 27. - WAGES

The minimum rate of wage to be paid to and received by all employees shall be as follows:

CLASSIFICATION	RATE PER WEEKS	ARBITRATED SAFETY NET ADJUSTMENTS\$	TOTAL RATE PER WEEKS
<b>PART 1</b>			
(a) Engine Driver operating winch from pile driving rig net on pile driving	384.60	307.10	691.70
(b) All stationary steam engine drivers whose work requires first or second class certificate	392.90	307.60	700.50
(c) All other stationary steam engine drivers whose work requires third class certificate	379.70	306.90	686.60
(d) Drivers of Internal Combustion Engines			
—			
(i) if under 250 b.h.p.	388.50	307.40	695.90
(ii) if 250 b.h.p. or over	395.70	307.80	703.50
(e) Locomotive fireman	379.20	306.80	686.00
(f) Boiler Attendant -			
(i) attending one boiler			679.90
(ii) attending two boilers	377.40	306.80	684.20
(g) Driver of steam crane	386.10	307.30	693.40
(h) Scotch Derrick power crane	405.30	308.30	713.60
(i) Compressor driver over 30 h.p.	373.70	306.60	680.30
(j) Driver of Wayne Road Sweeper	397.60	307.90	705.50

(k) Additions to margins, an Engine Driver engaged under this Part, as hereinafter specified shall have his/her marginal rate increased as follows:

(i)	Attending to electric generator or alternator exceeding 10 k.w. capacity	18.55
(ii)	Attending to refrigerator compressor or compressors	18.55
(iii)	Engine Driver in charge of plant	18.55
(iv)	Engine Driver in charge of switchboard of 350 k.w. capacity or more	5.85
(v)	Crane Drivers engaged on building construction or demolition	17.10

PART 2 - Mechanical Equipment

CLASSIFICATION	RATE PER WEEK Inclusive of \$15.90 Industry Allowance \$	Arbitrated Safety Net Adjustment\$	TOTAL RATE PER WEEK \$
Group 1	403.10	308.20	711.30
(a) Operator lance type hand sprayer			
(b) Operator aggregate dryer			
(c) Operator pre-mix drag spreader			
(d) Operator aggregate belt spreader			
(e) Operator of joint inserting machine			
(f) Operator concrete spray curing machine, self-propelled			
(g) Operator pneumatic tyre tractor without power operated attachments, up to and including 15 kW net engine power			
Group 2	408.60	308.40	717.00
(a) Operator crawler tractor without power operated attachments up to and including Class M4			
(b) Operator crawler tractor with power operated attachments Class M2			
(c) Operator pneumatic tyred tractor without power operated attachments above 15 kW up to and including 60kW net engine power. (This includes tilting or one man hitch trailer.)			
(d) Operator pneumatic tyred tractor with power operated attachments, up to and including 15 kW net engine power			
(e) Operator rear and bottom dump to and including 2 cubic metres struck capacity			
(f) Operator back hoe self powered (not self propelled)			
(g) Operator roller powered, under 8 tonnes			
(h) Operator roller powered, vibrating, under 4 tonnes			
(i) Operator trenching machine of the small Ditch Witch type			
(j) Operator bitumen sprayer			
(k) Screed operator, asphalt power			
(l) Mixer operator, asphalt plant (capacity of less than 10 tonnes of hot mix per hour)			
(m) Operator concrete spreader, powered, self propelled			
(n) Operator concrete finisher, powered, self propelled			
(o) Operator concrete finisher, powered, hand propelled			
(p) Second-driver - navvy and dragline or dredge type excavator			
Group 3	421.70	309.20	730.90
(a) Operator crawler tractor without power operated attachments Class M5 up to and including Class M10			
(b) Operator crawler tractor with power operated attachments Class M3 up to and including Class M5			
(c) Operator pneumatic tyred tractor without power operated attachments above 60kW up to and including 150 kW net engine power			
(d) Operator pneumatic tyred tractor with power operated attachments above 15kW up to and including 60kW net engine power (not including tilting or one person hitch trailer)			
(e) Operator drawn grader			
(f) Operator trenching machine, chain type up to and including 1.5 metre depth or up to and including 300 mm width			

	CLASSIFICATION	RATE PER WEEK Inclusive of \$15.90 Industry Allowance \$	Arbitrated Safety Net Adjustment\$	TOTAL RATE PER WEEK \$
Group 3— <i>continued</i>		421.70	309.20	730.90
(g)	Operator pile driver (power operated winch)			
(h)	Operator rear and bottom dump of capacity above 2 cubic metres struck capacity up to and including 15 cubic metres struck capacity			
(i)	Driver of bitumen sprayer			
(j)	Operator Aggregate Loader (Country Roads Board, Victoria Model)			
(k)	Operator asphalt paver			
(l)	Mixer operator, asphalt plant (capacity of more than 10 tonnes of hot mix per hour)			
(m)	Operator roadroller, powered, 8 tonnes and up to 20 tonnes			
(n)	Operator roadroller, powered, 8 tonnes and up to 25 tonnes			
(o)	Operator roadroller, powered, vibrating, 4 tonnes and over			
(p)	Locomotive driver - petrol, oil, pneumatic or electric driven (if carrying passengers an additional rate of 60¢)			
(q)	Operator crawler loader up to and including 500 kg mass (See note 3)			
(r)	Operator pneumatic tyred loader up to and including 30 kW net			
Group 4		430.70	309.70	740.40
(a)	Operator crawler tractor without power operated attachments above Class M10 up to and including Class M30			
(b)	Operator crawler tractor with power operated attachments above Class M5 up to and including Class M15			
(c)	Operator grader power operated, below 35 kW net engine power			
(d)	Operator excavator up to and including 0.5 cubic metres			
(e)	Operator trenching machine ladder type, depth greater than 1.5 metres up to 2.4 metres and width above 300 mm up to 450 mm and bucket wheel trencher with equivalent capacity in cubic metres per hour			
(f)	Operator pneumatic tyred tractor with power operated attachments above 60 kW up to and including 150 kW net engine power			
(g)	Operator self powered scraper up to and including 100 cubic metres struck capacity			
(h)	Operator rear and bottom dump above 15 cubic metres struck capacity up to and including 30 cubic metres struck capacity			
(i)	Operator pneumatic tyred tractor without power operated attachments above 150 kW up to and including 500 kW net engine power			
(j)	Operator crawler loader above 5 000 kg mass up to and including 15 000 kg mass (See note 3)			
(k)	Operator pneumatic tyred loader above 30 kW up to and including 105 kW net engine power			
(l)	Operator roadroller, powered, over 25 tonnes			
(m)	Operator special track laying, fixing or levelling machine (employed on railway construction in W.A.)			

CLASSIFICATION	RATE PER WEEK Inclusive of \$15.90 Industry Allowance \$	Arbitrated Safety Net Adjustment\$	TOTAL RATE PER WEEK \$
Group 5	435.00	309.90	744.90
(a) Operator crawler tractor with power operated attachments above Class M15 and up to and including Class M30			
(b) Operator grader power operated 35 kW up to and including 70 kW net engine power			
(c) Operator pneumatic tyred tractor with power operated attachments above 150 kW up to and including 500 kW net engine power			
(d) Operator self powered scraper above 10 cubic metres struck capacity up to and including 20 cubic metres struck capacity			
(e) Operator excavator above 0.5 cubic metres up to and including 2.2 cubic metres. (This group including Gradall.)			
(f) Operator trenching machine ladder type, greater than 2.4 metres depth, and minimum 450 mm width and bucket wheel trench equivalent in cubic metres per hour			
(g) Operator rear and bottom dump above 30 cubic metres struck capacity up to and including 60 cubic metres struck capacity			
(h) Operator crawler loader above 15 000 kg mass and up to and including 30 000 kg mass (See note 3)			
(i) Operator pneumatic tyred loader over 105 kW up to and including 200 kW net engine power			
(j) Operator crawler tractor without power operated attachments above Class M30 up to and including 60 000 kg mass			
Group 6	441.90	310.40	752.30
(a) Operator excavator above 2.2 cubic metres struck bucket capacity up to and including 5.5 cubic metres struck bucket capacity			
(b) Operator grader power operated above 75 kW up to and including 190 kW net engine power			
(c) Operated pneumatic tyred loader above 200 kW up to and including 500 kW net engine power			
(d) Operator crawler tractor with power operated attachment, above Class M30 up to and including 60 000 kg mass			
(e) Operator crawler loader above 30 000 kg mass up to and including 60 000 kg mass (See note 3)			
(f) Operator rear and bottom dump above 60 cubic metres struck capacity up to and including 120 cubic metres struck capacity			
(g) Operator self power scraper above 20 cubic metres 50 cubic metres struck capacity struck capacity up to and including			

Special Work: A driver operating a tractor fitted with a blade and using such blade in breaking trail in heavy sidling country shall be paid an additional allowance of 8 cents per hour for each day or part of a day in which he/she is so occupied.

#### PART 2A - Mobile Crane Drivers

Operator of Mobile Crane with lifting capacity of:

CLASSIFICATION	TOTAL RATE PER WEEK Inclusive of \$15.60 Industry Allowance \$	Arbitrated Safety Net Adjustment \$	TOTAL RATE PER WEEK \$
(i) Up to 8 tonnes	426.70	309.50	736.20
(ii) In excess of 8 tonnes and not exceeding 15 tonnes	432.20	309.80	742.00
(iii) In excess of 15 tonnes and not exceeding 40 tonnes	438.20	310.10	748.30
(iv) In excess of 40 tonnes and not exceeding 80 tonnes	443.20	310.40	753.60
(v) In excess of 80 tonnes and not exceeding 100 tonnes	447.40	310.70	758.10

	CLASSIFICATION	TOTAL RATE PER WEEK Inclusive of \$15.60 Industry Allowance\$	Arbitrated Safety Net Adjustment\$	TOTAL RATE PER WEEK\$
(vi)	In excess of 100 tonnes and not exceeding 140 tonnes	453.40	311.00	764.40
(vii)	In excess of 140 tonnes and not exceeding 180 tonnes	461.60	311.40	773.00
(viii)	In excess of 180 tonnes and not exceeding 220 tonnes	471.40	314.10	785.50
(ix)	In excess of 220 tonnes	485.30	314.90	800.20

Note: Mobile cranes are defined as those mounted on a specially designed chassis or a lorry and capable of load manipulation, slewing, and travelling under their own power. Mobile cranes constructed as an attachment to or modification of a tractor, fall into the appropriate group for the tractor with power operated attachment.

The rates prescribed in Parts 2 and 2A of this Clause include an industry allowance as specified to compensate for the disabilities usually associated with earth moving and construction work.

1. (a) Crawler Tractors are classified in accordance with the proposed Australian Standard - "Classification of Crawler Tractor by Mass" as follows:
 

Class	Shipping Mass - Kilograms
M2	over 1000 up to 2000
M3	over 2000 up to 3000
M4	over 3000 up to 4000
M5	over 4000 up to 5000
M10	over 7000 up to 10000
M15	over 10000 up to 15000
M30	over 25000 up to 30000
- (b) Crawler Tractors above 50 000 kg mass are classified as indicated in the wages table of this clause.
2. The classification of pneumatic tyred tractors and pneumatic tyred loaders is based on the proposed Australian Standard for Metric Tractor Classification.
3. Crawler Tractor front-end loaders are to be classified by using the mass of the tractor, including the loader attachment in lieu of the bare shipping mass.
4. Self propelled rollers are classified by mass complete, including maximum ballast.
5. Mobile cranes constructed as an attachment to or modification of a tractor, fall into the appropriate group for the tractor with power operated attachment.
6. Tractors without power operated attachment includes tractors:
  - (i) with power operated attachments not in use; and
  - (ii) with items which, although they have a power-unit of their own are not controlled by the operator of the tractor except for starting and stopping (for example - Drawn Vibrating Roller).
7. Back hoe when attached to a tractor shall be considered as a power operated attachment to the tractor.
8. Reference to bituminous surfacing equipment or Materials includes tar, sprayed work and hot mix work.

### PART 3

Rates additional to and cumulative with any other rate specified for the employee:

	Total Rate per Week \$
(1) Employee operating side loader (truck mounted)	1.37
(2) Employee operating mechanical bucket type loader, truck or tractor mounted	1.37
(3) Employee in charge of plant (as defined)	21.94

Employee in charge of plant means

- (a) when two or more employees are employed at the plant at the one time, the employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility; or
- (b) an employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility over one or more other employees; or
- (c) when he/she is the only person of his/her class employed on the plant the employee who does the general repair work of the plant in addition to the work of operating, but not when he/she merely assists a fitter or engineer to do such work; or
- (d) where shifts are worked the employee who is directed to carry out the general repair work of the plant in addition to the work of operating, but not when he/she merely assists a fitter or engineer to do such work.

Minimum Wage - Adult Males and Females:

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



	Supple mentary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x5 2/50.4)	Special Allowance	Total Wage
\$	\$	\$	\$	\$	\$	\$
<b>Plant Operator Group 1—continued</b>						
	341.90	52.10	359.10	20.85	798.50	806.20
Dumper, Rear And Bottom (Up To And Including 2 Cubic Metres Struck Capacity) Hand Sprayer, Lance Type Pneumatic Tyred Tractor With Power Operated Attachments (Up To And Including 15 Kw Net Engine Power Roller (Under 8 Tonnes) Roller, Vibrating (Under 4 Tonnes) Second Driver, Navy And Dragline Or Dredge Type Excavator Trenching Machine (Small Ditch- Witch Type)						
<b>Plant Operator Group 2</b>						
	367.20	52.10	360.00	20.85	825.60	833.30
Plant Sprayer (Driver) Concrete paver Crawler Loader (Up To And Including 15 000 Kg Mass) Crawler Tractor With Power Operated Attachments (Over 2000 Kg Up To And Including 15 000 Kg Shipping Mass) Dumper, Rear And Bottom, (Above 2 Cubic Metres, Up To And Including 30 Cubic Metres Struck Capacity) Excavator (Up To And Including 0.5 Cubic Metres Struck Capacity) Grader (below 35 kW net engine power) Locomotive (not carrying passengers) Pile Driver Pneumatic Tyred Loader (Up To And Including 105 Kw Net Engine Power) Pneumatic Tyred Tractor With Power Operated Attachments (Above 15 Kw Up To And Including 150 Kw Net Engine Power) Roller (8 tonnes and above)						

	Supple mentary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x5 2/50.4)	Special Allowance	Total Wage	
	\$	\$	\$	\$	\$	\$	
<b>Plant Operator Group 2—continued</b>							
	367.20	52.10	360.00	20.85	825.60	7.70	833.30
Roller, Vibrating (4 Tonnes And Above)							
Scraper (up to and including 10 cubic metres struck capacity)							
Track Laying, Fixing Or Levelling Machine (Railway Construction)							
Trenching machine (depth up to 2.4 metres, and width up to 450mm) and bucket wheel trencher with equivalent capacity in cubic metres per hour.							
<b>Plant Operator Group 3</b>							
	381.00	52.10	358.70	20.85	838.40	7.70	846.10
Crawler Loader (Above 15 000 Kg Mass, Up To And Including 60 000 Kg Mass)							
Crawler Tractor With Power Operated Attachments (Above 15 000 Kg Up To And Including 60 000 Kg Mass)							
Dumper, rear and bottom (above 30 cubic metres, up to and including 120 cubic metres struck capacity)							
Excavator (Above 0.5 Cubic Metres, Up To And Including 5.5 Cubic Metres Struck Capacity. (This Group Includes Gradall).							
Grader. (35 Kw Up To And Including 190 Kw Net Engine Power)							
Locomotive (Carrying Passengers)							
Pneumatic Tyred Loader (Over 105 Kw Up To And Including 500 Kw Net Engine Power)							
Pneumatic Tyred Tractor With Power Operated Attachments (Above 150 Kw Up To And Including 500 Kw Net Engine Power)							

		Supple mentary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/ 50.4)	Special Allowance	Total Wage
	\$	\$	\$	\$	\$	\$	\$
<b>Plant Operator Group</b>							
<b>3—continued</b>							
	381.00	52.10	358.70	20.85	838.40	7.70	846.10

Scraper (Above 10 Cubic Metres, Up To And Including 50 Cubic Metres Struck Capacity)  
Trenching Machine (Greater Than 2.4 Metres Depth And 450 Mm Width) And Bucket Wheel Trencher With Equivalent Capacity In Cubic Metres Per Hour.

Special Work: A driver operating a tractor fitted with a blade and using such blade in breaking trail in heavy sidling country shall be paid an additional allowance of 8 cents per hour for each day or part of a day in which he is so occupied.

Mobile Crane Operators

Operator of mobile crane with lifting capacity of:

		Supple mentary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate(x52/50.4)	Special Allowance	Total Wage Rate
	\$	\$	\$	\$	\$	\$	\$
(i) up to 8 tonnes	358.40	52.10	360.00	20.85	816.50	7.70	824.20
(ii) in excess of 8 tonnes and not exceeding 15 tonnes	368.40	52.10	360.60	20.85	827.40	7.70	835.10
(iii) in excess of 15 tonnes and not exceeding 40 tonnes	376.90	52.10	358.90	20.85	834.40	7.70	842.10
(iv) in excess of 40 tonnes and not exceeding 80 tonnes	383.60	52.10	359.30	20.85	841.80	7.70	849.50
(v) in excess of 80 tonnes and not exceeding 100 tonnes	388.70	52.10	359.20	20.85	846.90	7.70	854.60
(vi) In excess of 100 tonnes and not exceeding 140 tonnes	396.30	52.10	359.60	20.85	855.20	7.70	862.90

		\$	Supple mentary Payment \$	Arbitrated Safety Net Adjustment \$	Industry Allowance \$	Actual Weekly Rate(x52/50.4) \$	Special Allowance \$	Total Wage Rate \$
(vii)	In excess of 140 tonnes and not exceeding 180 tonnes	406.30	52.10	360.10	20.85	866.00	7.70	873.70
(viii)	In excess of 180 tonnes and not exceeding 220 tonnes	419.70	52.10	360.80	20.85	880.50	7.70	888.20
(ix)	In excess of 220 tonnes	437.10	52.10	363.90	20.85	901.70	7.70	909.40

## (3) (a) Supplementary Payment

Employees shall be paid an additional payment of \$52.10 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

## (b) Arbitrated Safety Net Payment

Employees shall be paid arbitrated safety net payments (various see above table) which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

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

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

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

## (4) Special Allowance

In addition to the base rate specified in subclause (2) hereof employees shall be paid for all purpose of the award a special allowance of \$7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.

## (5) Industry Allowance

In addition to the rates specified in subclause (2) an industry allowance of \$20.85 per week should be paid to all employees under this award to compensate for the disabilities usually associated with building and steel construction work.

## (6) Actual Weekly Rate

The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause (2), paragraphs (3)(a) and (3)(b) and subclause (5) hereof by 52 on 50.4. This subtotal shall be rounded to the nearest ten cents and then have added to it the special allowance prescribed in subclause (4) hereof.

## (7) Overaward Payment

For the purposes of this clause, overaward payment is defined as amount in rates of pay which an employee would receive in excess of the minimum award wage (ie base rate, arbitrated safety net and supplementary payment) as prescribed in this award for the classification in which such employee is engaged. Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, location allowances, special rates or allowances, responsibility allowances and any other ancillary payments of a like nature prescribed by this award.

## (8) Allowances and Special Provisions

## (a) Dirt Money

A dirt allowance of \$0.49 per hour shall be payable in connection with work deemed to be more than ordinarily dirty; cases of dispute to be determined by the Board of Reference.

## (b) Confined Space

Workers working in confined space shall be paid an allowance of \$0.59 per hour. "Confined space" means one of which the dimensions are such that the workperson must work in an unusually stooped or cramped position or without adequate ventilation or where confinement within a limited place is productive of unusual discomfort to him/her.

## (c) Wet Work

(i) Any worker working in water or "wet places" shall be paid an extra allowance of \$3.84 per day or part of a day.

- (ii) "Wet places" shall mean places where, in the performance of the work the splashing of water and mud saturate the worker's clothing or where protection is not provided to prevent splashings or dripping sufficient to saturate his/her clothing, and shall include wet material or wet ground in which it is impracticable for the worker wearing ordinary working boots to work without getting wet feet. Provided that this clause shall not apply to workers working on wet surfaces made wet by rain.
  - (iii) In exceptional cases where the work is excessively wet and which are not covered by paragraph (ii) hereof, an extra allowance may be agreed upon, or failing agreement, determined by the Board of Reference.
  - (iv) Subject to paragraph (iii), the engineer in charge or the foreperson shall decide whether any allowance is payable under this clause.
  - (v) Workers called upon to work overtime in water or in wet places shall receive an extra \$3.84 or the appropriate allowance fixed by the Board of Reference for each eight hours or portion thereof, of overtime worked and such allowance shall be treated as portion of the wage for the calculation of overtime. For all other purposes, the extra payment shall be deemed an allowance.
- (d) A multi-storey allowance shall be paid to all employees to whom this Appendix applies engaged on site in the construction of a multi-storey building as defined in accordance with the following:-
- From commencement of building to 15th floor level - 37 cents per hour extra.
  - From 16th floor level to 30th floor level - 47 cents per hour extra.
  - From 31st floor level to 45th floor level - 71 cents per hour extra.
  - From 46th floor level to 60th floor level - 91 cents per hour extra.
  - From 61st floor level onwards - \$1.16 per hour extra.
- For the purposes of this subclause a multi-storey building means a building which will, when complete, consist of 5 or more storey levels and any other structure which does not have regular storey levels but which exceeds 15 metres in height.

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**2015 WAIRC 00596**

**Education Department Ministerial Officers Salaries Allowances and Conditions Award 1983 No. 5 of 1983**

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.

- (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
- (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

10. - SALARIES

- (1) The Employer shall allocate to officers such salaries and salary ranges taken from subclause (2) of this clause.
- (2)

<b>Classification</b>	<b>Base Salary</b>	<b>Arbitrated Safety Net Adjustment (\$ per annum)</b>	<b>75 Hours Total Salary (\$ per annum)</b>
Officer (Junior)			
Under 17	\$10,591	\$8,367	\$18,958
17 years	\$12,377	\$9,778	\$22,155
18 years	\$14,438	\$11,406	\$25,844
19 years	\$16,712	\$13,203	\$29,915
20 years	\$18,768	\$14,827	\$33,595
Officer Level 1			
Year 1 (21 years)	\$20,616	\$16287	\$36,903
Year 2	\$21,224	\$16321	\$37,545
Year 3	\$21,832	\$16354	\$38,186
Year 4	\$22,435	\$16492	\$38,927
Year 5	\$23,042	\$16526	\$39,568
Year 6	\$23,649	\$16559	\$40,208
Year 7	\$24,348	\$16496	\$40,844
Year 8	\$24,831	\$16523	\$41,354
Year 9	\$25,546	\$16563	\$42,109
Officer Level 2			
Year 1	\$26,401	\$16611	\$43,012
Year 2	\$27,056	\$16647	\$43,703
Year 3	\$27,746	\$16685	\$44,431
Year 4	\$28,474	\$16726	\$45,200
Year 5	\$29,236	\$16768	\$46,004
Officer Level 3			
Year 1	\$30,284	\$16827	\$47,111
Year 2	\$31,100	\$16872	\$47,972
Year 3	\$31,941	\$16919	\$48,860
Year 4	\$32,805	\$16864	\$49,669

Classification	Base Salary	Arbitrated Safety Net Adjustment (\$ per annum)	75 Hours Total Salary (\$ per annum)
Officer Level 4			
Year 1	\$33,989	\$16929	\$50,918
Year 2	\$34,917	\$16879	\$51,796
Year 3	\$35,872	\$16932	\$52,804
Officer Level 5			
5.1	\$37,712	\$17035	\$54,747
5.2	\$38,955	\$17104	\$56,059
5.3	\$40,247	\$17175	\$57,422
5.4	\$41,587	\$17250	\$58,837

- (3) Where an occupant of such office is employed for less than 37.5 hours per week, the salary paid shall be in accordance with the following formula:-  
Hours worked per fortnight / 75 x Full-Time Fortnightly Salary.
- (4) The fortnightly salary of employees shall be calculated as follows:  

$$\text{Annual Salary} \times \frac{12}{313}$$
- (5) The hourly rate shall be computed as one seventy-fifth of the fortnight's salary.
- (6) The salary rates expressed herein shall be varied to reflect variations which are made from time to time to the salary scales of the *Public Service Award 1992* including amendments, replacements and variations. Such variations to this Award shall be in accordance with the method agreed between the parties to this Award.
- (7) Payment Of Salaries
- Salaries shall be paid fortnightly but, where the usual payday falls on a public holiday, payment shall be made on the previous working day.
  - Salaries shall be paid by direct funds transfer to the credit of an account nominated by the officer at a bank, building society or credit union approved by the Under Treasurer or an Accountable Officer.
  - Provided that where such form of payment is impracticable or where some exceptional circumstances exist, and by agreement between the employer and the Association, payment by cheque may be made.
- (8) Arbitrated Safety Net Adjustments
- The rates of pay in this Award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
  - These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by officers since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
  - Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2015 WAIRC 00597

## Egg Processing Award 1978

1A. - MINIMUM ADULT AWARD WAGE

- No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 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.
- Employees under the age 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

14. - WAGES

(1) Adult Employees	Relativity	Weekly Rate	ASNA	Total Weekly Rate	
		\$	\$	\$	
	Level F5	100%	465.20	313.70	778.90
	Level F4	92.4%	429.80	309.70	739.50
	Level F3	87.4%	406.60	308.40	715.00
	Level F2	82%	381.50	307.00	688.50
	Level F1				679.90

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) Part Time Employee shall mean a worker who works regularly from week to week, less than 38 hours each week.
- (3) Casual Employee shall mean a worker engaged as such.  
 Casual Employees shall be paid 20 per cent in addition to the rate prescribed in this clause for the work performed.

**2015 WAIRC 00598**

**Electorate Officers Award 1986**

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

#### 10. - SALARIES

- (1) The annual salaries applicable to employees covered by this award shall be as follows:

Year of Service	Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
First Year	32469	17485	49954
Second Year	33344	17534	50878
Third Year	34246	17585	51831
Fourth Year	35172	17526	52698
Fifth year	36442	17596	54038
Sixth Year	37437	17542	54979
Seventh Year	38461	17599	56060

- (2) Subject to the provisions of Clause 13. - Hours of Attendance, the salaries of employees as prescribed in this Award includes payment for all hours worked, including penalties for overtime and shift work.
- (3) **Annual Increments**
- (a) An employee shall proceed to the maximum of their salary range by annual increments, after 12 months continuous service at each increment point, unless there is an adverse report on the employee's performance or conduct which recommends the non-payment of an annual increment.
  - (b) The following process shall apply where a report on an employee's performance or conduct recommends the non-payment of an annual increment:
    - (i) The employee will be shown the report prior to completing 12 months continuous service since their last incremental advance.
    - (ii) The employee will be provided with an opportunity to comment in writing.
    - (iii) The employee's comments will be considered immediately by the employer and a decision made as to whether to approve the payment of the increment or withhold payment for a specific period.
    - (iv) Where the increment is withheld, the employer before the expiry of the specified period will complete a further report and the above provisions will apply.
  - (c) The non-payment of an increment will not change the normal anniversary date of any further increment payments.
- (4) **Payment of Salaries**
- (a) Salaries shall be paid fortnightly but, where the usual payday falls on a public holiday, payment shall be made on the previous working day.
  - (b) A fortnight's salary shall be computed by dividing the annual salary by 313 and multiplying the result by 12.

- (c) The hourly rate shall be computed as one seventy-fifth of the fortnight's salary.
- (d) Salaries shall be paid by direct funds transfer to the credit of an account nominated by the employee at a bank, building society or credit union approved by the employer.

**2015 WAIRC 00599**

**Electrical Contracting Industry Award R 22 of 1978**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

**FIRST SCHEDULE - WAGES**

- (1) The following shall be the rate of wages payable to employees covered by this award.

(2)	(a)	CLASSIFICATION	Rate Per Week \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
		(i) LEVEL 1 Electronics Tradesperson	549.90	367.10	917.00
		(ii) LEVEL 2			
		(aa) Electrician - Special Class	491.50	363.80	855.30
		(bb) Instrument Fitter/Electrical Grade 2	499.20	364.30	863.50
		(iii) LEVEL 3			
		(aa) Electrical Installer/Mechanic	467.30	362.50	829.80
		(bb) Electrical Fitter	467.30	362.50	829.80
		(cc) Instrument Fitter/Electrical Grade 1	484.90	363.40	848.30

(a)— <i>continued</i>	CLASSIFICATION	Rate Per Week \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
	(dd) Linesperson - Grade 1 (i.e. with not less than 3 years' experience as a Linesperson)	467.30	362.50	829.80
	(ee) Cable Jointer	467.30	362.50	829.80
	(iv) LEVEL 4 Linesperson - Grade 2			
	(i.e. with less than 3 years' experience as a Linesperson)	449.30	363.50	812.80
	(v) LEVEL 5 Electrical Assistant	394.70	358.40	753.10
(b)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			
	These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.			
	Increase in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used of offset arbitrated safety net adjustments.			
(3)	Leading Hands - In addition to the appropriate rates shown in subclause (2) hereof a leading hand shall be paid -			
(a)	If placed in charge of not less than three and not more than ten other employees		\$28.60	
(b)	If placed in charge of more than ten and not more than twenty other employees		\$44.00	
(c)	If placed in charge of more than twenty other employees		\$56.70	
(4)	Apprentices:			
(a)	Wage per week expressed as a percentage of the Electrical Installer's rate per week and Safety Net Adjustment Payment:			
		%		
	Four Year Term			
	First Year	39		
	Second Year	51		
	Third Year	67		
	Fourth Year	79		
	Three and a Half Year Term			
	First Six Months	39		
	Next Year	51		
	Next Year	67		
	Final Year	79		
	Three Year Term			
	First Year	51		
	Second Year	67		
	Third Year	79		
(b)	Apprentices Over the Age of 21 Years			
	Wage per week expressed as a percentage of the Electrical Installer's rate per week and Safety Net Adjustment Payment			
		%		
	Four Year Term			
	First Year	67		
	Second Year	67		
	Third Year	67		
	Fourth Year	79		
	Three and a Half Year Term			
	First Six Months	67		
	Next Year	67		
	Next Year	67		
	Final Year	79		
	Three Year Term			
	First Year	67		
	Second Year	67		
	Third Year	79		

- (5) Tool Allowance:
- (a) In accordance with the provisions of subclause (20) of Clause 18. – Special Rates and Provisions of this award the tool allowance to be paid is:
- (i) \$16.50 per week to such tradesperson, or
- (ii) In the case of an apprentice a percentage of \$16.50 being the percentage which appears against the apprentice's year of apprenticeship set out in subclause (4) of this schedule.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this Clause.
- (6) Construction Allowance:
- (a) In addition to the appropriate rates of pay prescribed in this Clause an employee shall be paid:
- (i) \$51.10 per week if the employee is engaged on the construction of a large industrial undertaking or any large civil engineering project.
- (ii) \$45.90 per week if the employee is engaged on a multi-storeyed building but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which the employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.
- (iii) \$27.20 per week if the employee is engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of this Award.
- (b) Any dispute as to which of the aforesaid allowances applies to particular work shall be determined by the Board of Reference.
- (7) Casual Employees:  
A casual employee shall be paid 20 per cent of the ordinary rate payment in addition to the ordinary rate assigned to their class of work.
- (8) Part-Time Employee  
A part-time employee shall be paid pro-rata in accordance with the appropriate rate for the classification for the employee for the number of hours so worked.  
Payments pursuant to the First Schedule Wages and Clause Nos. 21, 22, 23, 24, 25, 26 and 27 shall be strictly related proportionately in accordance with the number of ordinary hours worked, to the number of ordinary hours worked by a full time employee in accordance with Clause 11. - Hours.
- (9) Licence Allowance:  
A tradesperson who holds and in the course of their employment may be required to use a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force at the date of this Award under the Electricity Act, 1945, shall be paid \$24.30 per week.
- (10) Commissioning Allowances:  
An "Electrician Commissioning" as defined shall be paid at the rate of \$37.10 per week in addition to rates prescribed in this schedule.
- (11) New Classifications:  
In reference to Clause 37. - Structural Efficiency of this Award -
- (a) The parties to this Award are committed to implementing a broad banded wage and classification structure in accordance with the Grades set out in paragraph (f) hereunder, and
- (i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;
- (ii) Intend to substitute the existing provisions of subclause (2) of the First Schedule - Wages with a new wage and classification structure;
- (iii) To make any consequential amendments not later than October 1990, nor earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission.
- (b) Employees who are transferred to the new classification structure proposed under this subclause at a level which provides for a pay rate less than that being received at the date of transfer under their old classification, will have that rate of pay maintained by way of an allowance which shall be paid until -
- (i) The contract of employment is terminated; or
- (ii) The employee accepts appointment to a new classification.
- (c) In the event that there is a claim for reclassification to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on the job experience or on any other ground, the following principles shall apply:
- (i) The parties agree that the matter shall be dealt with by the Industry Committee as provided by Clause 37(1)(e) of this Award.
- (ii) Agreement competency standards shall be established by the parties for all levels in any new classification structure before any claims for reclassification are processed.
- (d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

- (e) The parties will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.
- (f) Broadbanded Grades
  - (i) Grade 1
  - (ii) Grade 2
  - (iii) Grade 3
  - (iv) Grade 4
  - (v) Grade 5
  - (vi) Grade 6
  - (vii) Grade 7
  - (viii) Grade 8
  - (ix) Grade 9
  - (x) Grade 10

**2015 WAIRC 00600**

**Electrical Trades (Security Alarms Industry) Award 1980**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

28. - WAGES

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

<b>Classification</b>	<b>On Engagement</b>	<b>Supplementary Payment Per Week</b>	<b>Arbitrated Safety Net Adjustment</b>	<b>Total Payment Per Week</b>
Group A Serviceperson (Special Class)	386.60	51.90	363.00	801.50
Group B Serviceperson	362.80	49.40	359.40	771.60
Group C Installer	362.80	49.40	359.40	771.60
Group D Trades Assistant	310.20	39.30	355.90	705.40
<b>Classification</b>	<b>After 12 months experience with the employer</b>	<b>Supplementary Payment Per Week</b>	<b>Arbitrated Safety Net Adjustment</b>	<b>Total Payment Per Week</b>
Group A Serviceperson (Special Class)	407.30	51.90	364.10	823.30
Group B Serviceperson	384.20	49.40	362.70	796.30
Group C Installer	384.20	49.40	362.70	796.30
Group D Trades Assistant	310.20	39.30	355.90	705.40

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

(3) (a) Where an employer does not provide a tradesperson with the tools ordinarily required by that tradesperson in the performance of their work as a tradesperson the employer shall pay a tool allowance of \$16.70 per week to such tradesperson for the purpose of such tradesperson supplying and maintaining tools ordinarily required in the performance of their work as a tradesperson.

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

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

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

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

(i) \$54.30 per week if they are engaged on the construction of a large industrial undertaking or any large civil engineering project.

(ii) \$49.10 per week if they are engaged in a multi-storeyed building but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which they are required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.

(iii) \$28.40 per week if they are engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of this Award.

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

(c) An allowance paid under this subclause includes any allowance otherwise payable under Clause 15. - Special Rates and Provisions of this Award except the allowance for work at heights, the first aid allowance and the licence allowance.

(5) **Leading Hand:** In addition to the appropriate total wage prescribed in subclause (1) of this clause, a leading hand shall be paid -

(a) If placed in charge of not less than three and not more than ten other employees \$30.80

(b) If placed in charge of more than ten and not more than twenty other employees \$47.00

(c) If placed in charge of more than twenty other employees \$60.60

(6) **Structural Efficiency**

(a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

(b) The parties to the Award are committed to implementing a new wage and classification structure. In making this commitment the parties -

(i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;

(ii) Undertake that upon variation to the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure;

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

- (c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply -
- (i) The parties agree that the existing award disputes avoidance procedure shall be followed;
  - (ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;
  - (iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;
- (d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.
- (e) The parties to the award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the security alarms industry and to enhance the career opportunities and job security of employees in the industry.
- (f) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their Union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or Union or Unions for consideration consistent with the objectives of paragraph (e) hereof shall be processed through that consultative mechanism and procedures.
- (g) Measures raised for consideration consistent with paragraph (f) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in the Award and, subject to Clause 34. - Training, matters concerning training and, subject to paragraph (h) hereof, any other measures consistent with the objectives of paragraph (e) of this subclause.
- (h) Without limiting the rights of either an employer or the Union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements:
- (i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;
  - (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change;
  - (iii) No employee shall lose income as a result of the change;
  - (iv) The Union must be a party to the Agreement;
  - (v) The Union shall not unreasonably oppose any agreement;
  - (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.
- (i) Any disputes arising in relation to the implementation of paragraphs (f) and (g) hereof shall be subject to the provisions of Clause 31. - Avoidance of Industrial Dispute, of this Award.
- (j) The parties to this award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited to hours of work and higher duties within six months of 20 February 1991.

**2015 WAIRC 00601**

**Electronics Industry Award No. A 22 of 1985**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

PART I. - GENERAL

33. - WAGES

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

- (1) (a) **Adults**

	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Electronic Technician (Grade III)	537.50	366.40	903.90
Electronic Technician (Grade II)	463.30	362.20	825.50
Electronic Technician (Grade I)	442.20	363.20	805.40
Electronic Serviceperson	418.90	361.90	780.80
Installer	375.90	357.40	733.30
Serviceperson's Assistant	357.90	356.30	714.20
Assembler (1)	352.60	356.10	708.70
Assembler	331.50	354.80	686.30
Trainee Installer			679.90

  - (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 rate of wage prescribed in subclause (1) of this clause a leading hand shall be paid:
  - (a) If placed in charge of not less than three and not more than ten other employees \$30.50
  - (b) If placed in charge of more than ten but not more than twenty other employees \$46.00
  - (c) If placed in charge of more than twenty other employees \$59.90
- (3) **Apprentices:**  
 (Wage per week expressed as a percentage of the rate per week for an "Electronic Serviceperson" set out in subclause (1) of this clause).
  - (a) **Four Year Term -**
    - First Year 42
    - Second Year 55
    - Third Year 75
    - Fourth Year 88
  - (b) **Three and A Half-Year Term -**
    - First Six Months 42
    - Next Year 55
    - Following Year 75
    - Final Year 88

- |  |     |                 |    |
|--|-----|-----------------|----|
|  | (c) | Three Year Term | %  |
|  |     | First Year      | 55 |
|  |     | Second Year     | 75 |
|  |     | Third Year      | 88 |
- (4) (a) Junior Employees -  
(Wage per week expressed as a percentage of the "Assembler" rate as shown in subclause (1) of this clause).
- |  |  |                                   |      |
|--|--|-----------------------------------|------|
|  |  |                                   | %    |
|  |  | Under 16 years of age.....        | 35   |
|  |  | Between 16 and 17 years of age... | 45   |
|  |  | Between 17 and 18 years of age... | 55   |
|  |  | Between 18 and 19 years of age... | 65   |
|  |  | Between 19 and 20 years of age... | 78.5 |
|  |  | Between 20 and 21 years of age... | 93   |
- (b) Junior Employees - Installers  
(Wage per week expressed as a percentage of the "Installer" rate as shown in subclause (1) of this clause).
- |  |  |                                   |    |
|--|--|-----------------------------------|----|
|  |  |                                   | %  |
|  |  | Under 17 years of age.....        | 45 |
|  |  | Between 17 and 18 years of age... | 55 |
|  |  | Between 18 and 19 years of age... | 65 |
|  |  | Between 19 and 20 years of age... | 75 |
|  |  | Between 20 and 21 years of age... | 90 |
- (5) Tool Allowance
- (a) Where an employer does not provide a technician, serviceperson, installer or an apprentice with the tools ordinarily required by that person in the performance of work as a technician, serviceperson, installer or an apprentice the employer shall pay a tool allowance of -
- (i) \$16.70 per week to such technician, serviceperson, installer; or
- (ii) In the case of an apprentice a percentage of \$16.70 being the percentage which appears against their year of apprenticeship in subclause (3) of this clause for the purpose of such technician, serviceperson, installer or apprentice applying and maintaining tools ordinarily required in the performance of work as a technician, serviceperson, installer or apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.
- (c) An employer shall provide for the use of technicians, service people, installers or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A technician, serviceperson, installer or apprentice shall replace or pay for any tools supplied by the employer if lost through his negligence.
- (6) Casual Employees:  
A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate prescribed for the classification in which that employee is employed.
- (7) Structural Efficiency:
- (a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1756 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and competitiveness of the electronics and information technology industry and to enhance the career opportunities and job security of employees in the industry.
- (c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union or unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees, or union or unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism.
- (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award and, subject to Clause 36. - Training, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.
- (e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by either party shall be notified to the Western Australian Industrial Relations Commission and by agreement of the parties involved shall be subject to the following requirements -
- (i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.

- (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to such change.
- (iii) No Employee shall lose income as a result of the change.
- (iv) The relevant union or unions must be a party to the agreement.
- (v) The relevant union or unions shall not unreasonably oppose any agreement.
- (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a schedule to this Award and take precedence over any provision of this award to the extent of any inconsistency.
- (f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 30. - Avoidance of Industrial Dispute, of this award.
- (g) The parties to this award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited to hours of work and higher duties within six months of 25th October, 1990.

## PART II. - CONSTRUCTION WORK

### 10. - WAGES

- (1) Subject to Clause 5. - Special Rates and Provisions of Part II of the award the ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.
- (2) The ordinary weekly wage of an employee engaged on construction work shall consist of the base rate and the special payment as set out in subclause (3) of this clause.

#### (3) (a) CLASSIFICATIONS

	Rate Per Week	Special Payment	Arbitrated Safety Net Adjustment	Total Rate Per Week
Electronic Technician (Grade III)	537.50	31.50	368.10	937.10
Electronic Technician (Grade II)	463.30	26.90	363.70	853.90
Electronic Technician (Grade I)	442.20	25.40	362.50	830.10
Electronic Serviceperson	418.90	24.00	363.20	806.10
Installer	375.90	18.10	358.40	752.40
Trainee Installer (90% of Installer)	338.30	16.30	337.20	691.80

#### (4) Apprentices:

The ordinary weekly wage of an apprentice shall be calculated by applying the percentage applicable under subclause (4) of Clause 33. - Wages of PART I - GENERAL of this award to the rate prescribed for a "Serviceperson" in subclause (3) of this clause for the construction work upon which the apprentice is engaged.

#### (5) Construction Allowances:

- (a) In addition to the appropriate rates of pay prescribed in this clause an employee shall be paid -
  - (i) \$53.60 per week if engaged on the construction of a large industrial undertaking or any large civil engineering projects.
  - (ii) \$48.50 per week if engaged on a multi-storeyed building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which the employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.
  - (iii) \$28.30 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Definitions of PART I - GENERAL of this award.
- (b) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.

#### (6) Leading Hand:

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

- (a) If placed in charge of not less than three and not more than ten other employees \$30.50
- (b) If placed in charge of more than ten but not more than twenty other employees \$46.00
- (c) If placed in charge of more than twenty other employees \$59.90

#### (7) (a) Where an employer does not provide a Technician, Serviceperson, Installer or Apprentice with the tools ordinarily required by that Serviceperson, Technician or Installer in the performance of work as a Technician, Installer or Apprentice the employer shall pay a tool allowance of -

- (i) \$16.70 per week to such Technician, Serviceperson or Installer, or
- (ii) In the case of an apprentice a percentage of \$16.70 being the percentage referred to in subclause (3) of Clause 33. - Wages of PART I - GENERAL of this award,

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

- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.
  - (c) An employer shall provide for the use of Technicians, Servicepersons, Installers and Apprentices all necessary power tools, special purpose tools and precision measuring instruments.
  - (d) A Technician, Serviceperson, Installer or Apprentice shall replace or pay for any tools supplied by the employer if lost through that person's negligence.
- (8) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate prescribed for the classification in which that employee is employed.
- (9) Minimum Wage:
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
  - (b) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
  - (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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
    - (ii) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
    - (iii) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
    - (iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.
- (10) Structural Efficiency:
- (a) Arising out of the decision of the State Wage Case on 8th September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
  - (b) The parties to the Award are committed to implementing a new wage and classification structure. In making this commitment the parties:
    - (i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;
    - (ii) Undertake that upon variation of the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;
    - (iii) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.

- (c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply:
- (i) The parties agree that the existing award disputes avoidance procedure shall be followed;
  - (ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and the State Employment Skills Development Authority (SESDA), (when operative) for all levels in any new classification structure before any claims for re-classification are processed.
  - (iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification.
- (d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.
- (e) The parties are committed to modernising the terms of the Award and to addressing the issues associated with training in an endeavour to finalise these matters by 1 August 1990.
- (f) The commitments referred to in this subclause are supported by a Memorandum of Agreement between the parties attached to the Award as a Third Schedule.

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

## 2015 WAIRC 00602

### Engine Drivers' (Building and Steel Construction) Award No. 20 of 1973

#### 1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

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

### 27. - WAGES

The weekly wage to be paid to all employees shall be as follows:-

- (1) When an employee is engaged on building or steel construction work on site in or in connection with -
- the construction, erection, repair, renovation, maintenance, ornamentation, alteration or demolition of a large industrial undertaking or any large civil engineering project or any multi-storey building; or
  - the construction, erection, repair, renovation, maintenance, ornamentation, alteration or demolition of any structure or civil engineering project which the employer and the union agree, or in the event of disagreement, which the Board of Reference declares to be construction work,

shall consist of the sum of the base rate reflected in Column "A" of subclause (2) and the amounts reflected in subclauses (3), (4) and (5) of this clause.

For an employee engaged on other work than that specified above in (a) or (b) the weekly wage shall consist of the sum of the base rate reflected in Column "B" of subclause (2), and the amounts reflected in subclauses (3), (4) and (5) of this clause.

(2)

Edit Note: Actual weekly amount utilises formula see subclause (6).

Columns added for administrative purposes and reflect sub-clauses 3-5.

CLASSIFICATION	COLUMN A" BASE RATES	Supple mentary Payment\$	Industry Allowance\$	Actual Weekly Rate amount	A.S.N.A.	Special Allowance	TOTAL WAGE \$
0 to 8 tonnes	358.40	52.10	20.57	444.80	363.70	7.70	816.20
8 to 15 tonnes	368.40	52.10	20.57	455.10	364.30	7.70	827.10
15 to 40 tonnes	376.90	52.10	20.57	463.80	362.70	7.70	834.20
40 to 80 tonnes	383.60	52.10	20.57	470.80	363.00	7.70	841.50
80 to 100 tonnes	388.70	52.10	20.57	476.00	363.30	7.70	847.00
100 to 140 tonnes	396.30	52.10	20.57	483.90	363.80	7.70	855.40
140 to 180 tonnes	406.30	52.10	20.57	494.20	364.30	7.70	866.20
180 to 220 tonnes	419.70	52.10	20.57	508.00	365.10	7.70	880.80
Over 220 tonnes	437.10	52.10	20.57	526.00	368.30	7.70	902.00
Tower Crane	400.10	52.10	20.57	487.80	364.00	7.70	859.50
CLASSIFICATION	"COLUMN B" BASE RATE \$	Supple mentary Payment\$	Industry Allowance\$	Actual Weekly Rate amount	A.S.N.A.	Special Allowance	TOTAL WAGE \$
0 to 8 tonnes	334.00	52.10	20.57	419.60	362.30	7.70	789.60
8 to 15 tonnes	340.60	52.10	20.57	426.40	362.70	7.70	796.80
15 to 40 tonnes	348.40	52.10	20.57	434.40	361.00	7.70	803.10
40 to 80 tonnes	354.40	52.10	20.57	440.60	361.40	7.70	809.70
80 to 100 tonnes	359.10	52.10	20.57	445.50	361.70	7.70	814.90
100 to 140 tonnes	366.00	52.10	20.57	452.60	362.00	7.70	822.30
140 to 180 tonnes	374.80	52.10	20.57	461.70	362.50	7.70	831.90
180 to 220 tonnes	386.90	52.10	20.57	474.20	363.30	7.70	845.20
Over 220 tonnes	403.10	52.10	20.57	490.90	364.10	7.70	862.70
Stiff Leg Crane	354.70	52.10	20.57	440.90	361.40	7.70	810.00

(3)

- (a) Supplementary Payment

Employees shall be paid an additional payment of \$52.10 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

The supplementary payment set out in this clause represents a payment in lieu of equivalent overaward payments

- (b) Arbitrated Safety Net Payment

Employees shall be paid an arbitrated safety net payment which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

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

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

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

- (4) **Special Allowance**  
In addition to the base rate specified in subclause (2) hereof employees shall be paid for all purposes of the award a special allowance \$7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.
- (5) **Industry Allowance**  
In addition to the rates specified in subclause (2) an industry allowance of \$20.57 per week should be paid to all employees under this award to compensate for the disabilities usually associated with building and steel construction work.
- (6) **Actual Weekly Rate**  
The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause (2), subclause (3) (a) and subclause (5) hereof by 52 on 50.4. This subtotal shall be rounded to the nearest ten cents and then have added to it the Arbitrated Safety Net Payment prescribed in subclause (3) (b) and the Special Allowance prescribed in subclause (4) hereof.
- (7) **Overaward Payment**  
For the purposes of this clause, overaward payment is defined as the amount in rates of pay which an employee would receive in excess of the minimum award wage (ie base rate, arbitrated safety net and supplementary payment) as prescribed in this award for the classification in which such employee is engaged. Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, location allowances, special rates or allowances, responsibility allowances and any other ancillary payments of a like nature prescribed by this award.

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**2015 WAIRC 00603**

**Engine Drivers' (General) Award**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

19. – WAGES

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

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

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

(1) Classification:	Wage Per Week\$	Supplementary Payments Per Week\$	Safety Net\$	Total Per Week Adjustments\$
(a) Turbine Driver	345.30	16.80	356.60	718.70
(b) Steam Engine Drivers:				
(i) whose work requires 1st or 2nd class certificate	341.30	16.80	356.40	714.50
(ii) whose work requires a 3rd class certificate				709.50
I Internal Combustion Engine Drivers:				
(i) 180 kW brake power or over	344.20	16.80	356.60	717.60
(ii) 35 kW brake power or over but under 180 kW brake power				709.50
(iii) under 35 kW brake power				709.50
(d) Electric Motor Attendant:				
(i) on motors over 180 kW power	339.60	16.80	356.30	712.70
(ii) on motors 70 kW power to 180 kW power inclusive				709.50
(iii) on motors under 70 kW power				709.50
Where an employee attends two or more motors he/she shall be paid at a rate calculated on the aggregate kW power of such motors. Note: kW power shall be that shown on the maker's nameplate.				
(e) Greaser or Oiler				709.50
(f) Fireperson:				
(i) Attending one boiler				709.50
(ii) attending two or more boilers				709.50
(g) Trimmer				709.50
(h) Scotch Derrick Crane Driver	347.40	16.80	356.70	720.90
(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act				709.50
(j) Mobile Crane Driver				
(i) lifting capacity up to and including 5 tonnes	339.60	13.80	356.10	709.50
(ii) lifting capacity over 5 tonnes but not exceeding 10 tonnes	344.10	16.80	356.50	717.40
(iii) lifting capacity over 10 tonnes but not exceeding 20 tonnes	349.90	19.90	357.00	726.80
(iv) lifting capacity over 20 tonnes but not exceeding 40 tonnes	360.20	23.10	357.70	741.00
(v) lifting capacity over 40 tonnes but not exceeding 80 tonnes	366.30	26.00	358.20	750.50
(vi) lifting capacity in excess of 80 tonnes	373.90	28.00	358.70	760.60
(k) Excavator Driver:				
(i) up to .5m <sup>3</sup>	350.00	19.90	357.10	727.00
(ii) over .5 m <sup>3</sup> and up to and including 2.25m <sup>3</sup>	353.30	21.50	357.30	732.10
(iii) over 2.25 m <sup>3</sup>	364.00	24.80	358.10	746.90
(l) Tractors - while using power operated attachments:				
(i) up to 35 kW brake power				709.50
(ii) over 35 kW brake power to 70 kW brake power	344.20	16.80	356.60	717.60
(iii) over 70 kW brake power to 110 kW brake power	350.00	19.90	357.10	727.00
(iv) over 110 kW brake power	353.30	21.50	357.30	732.10
(m) Loader, front end or overhead - Appropriate Tractor Margin				
(n) Grader self propelled				
(i) over 70 kW brake power	364.00	24.80	358.10	746.90
(ii) 35 to 70 kW brake power inclusive	353.30	21.50	357.30	732.10
(iii) under 35 kW brake power	350.00	19.90	357.10	727.00

- (2) Additions to Weekly Wage Rates
- (a) An Engine Driver, Electric Motor Attendant or Fireperson engaged as hereinafter specified shall have his/her wage increase as follows:
- |                                                                                | Per<br>Week\$ |
|--------------------------------------------------------------------------------|---------------|
| (i) Attending to refrigerating and/or air compressor or compressors            | \$24.44       |
| (ii) Attending to an electric generator or dynamo exceeding 10 kw capacity     | \$24.44       |
| (iii) Attending to switchboard where the generating capacity is 350 kw or over | \$7.78        |
| (iv) An Engine Driver who attends a boiler or boilers                          | \$24.44       |
- (b) Employees employed on boiler cleaning inside the boiler of flues of combustion chamber shall be paid an additional rate of \$1.20 per hour whilst so engaged.
- (3) Industry Allowance
- (a) In addition to the rates prescribed in this clause an amount of \$21.28 per week shall be paid to employees engaged under this award in rock quarries, limestone quarries and sand pits to compensate for dust and climatic conditions when working in the open and for deficiencies in general amenities and facilities. Provided that employees in the limestone quarries of Cockburn Cement Ltd shall be paid an amount of \$0.52 per hour in lieu of the \$21.28 referred to in this subclause.
- (b) (i) In addition to the rates prescribed in this clause a driver of an overhead electric crane, mobile crane, front end loader or tractor, employed by Cockburn Cement Limited shall, subject to as hereinafter provided, be paid an allowance of \$0.21 per hour.
- (ii) The allowance prescribed in this paragraph is to compensate for the extra duties, including servicing and re-fuelling of machines, associated with the work practices of Cockburn Cement Limited and shall be paid for each hour worked in a quarry, or for each hour worked elsewhere on shifts other than day shift Monday to Friday.

**2015 WAIRC 00604**

**Engine Drivers' (Gold Mining) Consolidated Award, 1979**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.

- (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE 1. - WAGES

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

Classification:	Award Base Rate \$	ASNA \$	Total \$
(a) Winding Engine Driver	356.70	324.60	681.30
(b) Locomotive Engine Drivers on Mines	327.10	323.00	650.10
(c) Excavators driven by electricity or internal combustion -			
(i) up to 3/4 cubic yards	330.40	323.10	653.50
(ii) over 3/4 cubic yards	335.20	323.40	658.60
(d) Drivers of suction gas and other internal combustion engines -			
(i) if under 50 bhp	320.60	322.60	643.20
(ii) if 50 bhp or over	329.20	323.10	652.30
(e) Drivers of suction gas and other internal combustion engines in power houses including electric generating engines and/or air compressors -			
(i) Exceeding 500 bhp -			
(aa) Shift Engine Driver in charge	334.10	323.30	657.40
(bb) Other Engine Drivers on shift	332.30	323.30	655.60
(ii) Exceeding 2000 bhp -			
(aa) Shift Engine Driver in charge	338.30	323.60	661.90
(bb) Other Engine Drivers on shift	332.30	323.30	655.60
Exceeding 5000 bhp -			
(aa) Shift Engine Driver in charge	340.30	323.70	664.00
(bb) Other Engine Drivers on shift	332.30	323.30	655.60
(iv) Exceeding 8000 bhp -			
(aa) Shift Engine Driver in charge	342.70	323.80	666.50
(bb) Other Engine Drivers on shift	332.30	323.30	655.60
(v) Exceeding 14000 bhp -			
(aa) Shift Engine Driver in charge	344.80	324.00	668.80
(bb) Other Engine Drivers on shift	332.30	323.30	655.60
(f) If an engine driver also attends to an electric generator or dynamo exceeding 10 kilowatt capacity he/she shall be paid an additional sum of \$14.20 per week.			
(g) If an engine driver also attends to a switchboard he/she shall be paid an additional sum of \$4.10 per week.			
(h) If an engine driver also attends to a refrigerating and/or air compressor or compressors, he/she shall be paid an additional \$14.20 per week.			
(i) Engine Greasers or Cleaners (Powerhouse)	310.80	322.00	632.80
(j) Lube Oil - Fuel Oil Attendant	310.80	322.00	632.80
(k) Electric Air Compressor Drivers	315.90	322.30	638.20
(l) Electric Locomotive of Tractor Drivers	318.70	322.50	641.20
(m) Drivers of Mobile Cranes -			
Lifting capacity up to and including five tons	327.00	323.00	650.00
Lifting capacity over five tons	331.00	323.20	654.20

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

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

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

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

- (3) Structural Efficiency:
- (a) An employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training consistent with the classification structure of this award provided that such duties are not designed to promote de-skilling.
  - (b) Arising out of the decision on 8 September 1989 in the State Wage Case the parties to this Award are committed to implementing a new wage and classification structure. In making this commitment, the parties -
    - (i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature.
    - (ii) Undertake that upon variation of the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure.
    - (iii) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation
    - (iv) Are committed to modernising the terms of the Award and addressing issues associated with training in an endeavour to finalise matters.
  - (c) In the event that there is a claim for reclassification by an employee to higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply:
    - (i) Agreed competency standards shall be established by the parties in conjunction with T.A.F.E. and S.E.S.D.A. (when operative) for all levels in any new classification structure before any claims for reclassification are processed;
    - (ii) An agreed authority such as T.A.F.E. or S.E.S.D.A. or agreed accreditation authority (when operative) shall test the validity of an employee's claim for classification.
  - (d) The parties are committed to modernising the terms of the Award and to addressing the issues associated with training in an endeavour to finalise these matters.
- (4) Award Modernisation:
- (a) In accordance with sub-paragraph (iv) in paragraph (b) of subclause (5) hereof, the parties are committed to modernising terms of the award.
  - (b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of the obsolete conditions to better reflect the realities of modern industry practices and assist the restructuring process. Any such discussion with the Unions shall be on the premise that -
    - (i) The majority of employees at the enterprise must genuinely agree;
    - (ii) No employee will lose income as a result of the change;
    - (iii) The Union must be party to the agreement, particularly where enterprise level discussions are considering matters requiring variations to the Award;
    - (iv) Agreements will be ratified by the Commission.
  - (c) Should an agreement be reached pursuant to subclause (b) hereof and that agreement requires an award variation, the parties will not oppose that award variation for that particular provision for that particular enterprise.
  - (d) There shall not be limitations on any award matter being raised for discussion.
  - (e) The parties agree that working parties will continue to meet with the aim of modernising the Award.

**2015 WAIRC 00605**

**Engine Drivers' (Nickel Mining) Award 1968**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

SCHEDULE 1 - WAGES

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

(1) **KAMBALDA NICKEL OPERATIONS**

	Base Rate	ArbitratedSafety NetAdjustment	Total
	\$	\$	\$
Plant Controller Grade 1 Semi skilled employee comparable to former classification of Engine Greaser.	318.50	322.50	641.00
Plant Controller Grade 2 Semi skilled employee comparable to former classification of Mobile or Electrical Air Compressor Driver and Locomotive Engine Driver (Surface).	335.30	323.40	658.70
Plant Controller Grade 3 An employee who has acquired a Mobile Crane Drivers ticket and operates a crane with the capacity of less than 20 tonnes.	343.10	323.80	666.90
Plant Controller Grade 4 An employee who has acquired a Mobile Crane Drivers ticket and operates a crane with the capacity of more than 20 tonnes.	362.15	324.95	687.10
OR An employee who is a certificated Winding Engine Driver and is conversant and competent to operate all types of winders on the lease. In addition the duties will include the cleaning of the Winder cabin including the window.	368.30	325.30	693.60
Plant Controller Grade 5 An employee who is the holder of an Engine Drivers ticket relevant to drive internal combustion engines in Power Houses including Electric Generating and for Air Compressors and attending a Switchboard.	386.55	326.35	712.90

(2) **Industry Allowance**

- Each employee shall be paid an allowance of \$66.30 per week.
- The allowance recognises, and is in payment for, all aspects of work in the industry, including the location and nature of individual operations within it.
- The allowance shall be paid in addition to the rate of wage set out in this clause and shall be paid for all purposes of the award.

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

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

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

**2015 WAIRC 00606**

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

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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**

An employer on whom this award (or industrial agreement) is binding shall not increase the rate of wage payable to an employee on the 5th February, 1988 or otherwise vary the conditions of employment applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

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

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

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

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

Classification:	Base Rate \$	ASNA \$	Total Wage Rate \$
(a) Turbine Driver	290.30	323.00	613.30
(b) Steam Engine Drivers -			
(i) whose work requires 1st or 2nd class certificate	286.50	322.80	609.30

Classification:	Base Rate \$	ASNA \$	Total Wage Rate \$
(ii) whose work requires a 3rd class certificate	278.80	322.40	601.20
(c) Internal Combustion Engine Drivers -			
(i) 180 kw brake power or over	289.20	323.00	612.20
(ii) 35 kw brake power or over but under 180 kw brake power	283.40	322.70	606.10
(iii) under 35 kw brake power	276.70	322.20	598.90
(d) Electric Motor Attendant -			
(i) on motors over 180 kw power	284.90	322.70	607.60
(ii) on motors 70 kw power to 180 kw power incl	275.10	322.20	597.30
(iii) on motors under 70 kw power	265.00	321.60	586.60
Where a worker attends to two or more motors he shall be paid at a rate calculated on the aggregate kw power of such motors NOTE: Kw power shall be that shown on the maker's name plate			
(e) Greaser or Oiler	265.00	321.60	586.60
(f) Firemen			
(i) attending one boiler	273.50	322.00	595.50
(ii) attending two or more boilers	278.90	322.40	601.30
Where two or more firemen are employed on one shift, one fireman shall be paid ten cents per shift extra.			
(g) Trimmer	259.00	321.20	580.20
(h) Scotch Derrick Crane Driver	292.20	323.20	615.40
(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act	280.00	322.40	602.40
(j) Mobile Crane Driver -			
(i) lifting capacity up to and including 5 t	284.90	322.70	607.60
(ii) lifting capacity over 5 t but not exceeding 10 t	289.10	323.00	612.10
(iii) lifting capacity over 10 t but not exceeding 20 t	294.60	323.20	617.80
(iv) lifting capacity over 20 t but not exceeding 40 t	299.40	323.50	622.90
(v) lifting capacity over 40 t but not exceeding 80 t	305.20	323.80	629.00
(vi) lifting capacity in excess of 80 t	312.30	324.20	636.50
(k) Excavator Driver -			
(i) up to.5m <sup>3</sup>	294.70	323.20	617.90
(ii) over.5m <sup>3</sup> and up to and including 2.25m <sup>3</sup>	297.80	323.50	621.30
(iii) over 2.5m <sup>3</sup>	303.00	323.70	626.70
(2) Additions to wage rates prescribed in subclause (1) of this clause.			
(a) An Engine Driver, Electric Motor Attendant or Fireman engaged as hereinafter specified shall have his wage increased as follows:-			
(i) attending to refrigerating and/or air compressor or compressors			15.90
(ii) attending to an electric generator or dynamo exceeding 10 kw capacity			15.90
(iii) attending to switchboard where the generating capacity is 350 kw or over			4.90
(iv) an Engine Driver who attends a boiler or boilers			15.90
(b) Workers employed on boiler cleaning inside the boiler or flues or combustion chamber shall be paid an additional rate of \$0.81 cents per hour whilst so engaged.			

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

FIRST SCHEDULE - WAGES

- (1) (a) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (b) Subject to this Schedule, an adult employee in a classification specified in the table set out in subclause (2) hereof (other than an apprentice or an employee of the Building Management Authority) shall be paid at the respective award wage rate per week assigned to that class of work.
- The all-purpose hourly rate for this Award shall be 1/38th of the total rate prescribed herein.

(2)

Classification:	On Engagement \$	Safety Net Adjustment\$	Total Rate \$
C5 Advanced Engineering Tradesperson -Level II	566.80	367.90	934.70
C6 Advanced Engineering Tradesperson -Level I	545.00	366.80	911.80
C7 Engineering Tradesperson Special Class -Level II	501.40	364.30	865.70
C8 Engineering Tradesperson Special Class -Level I	479.60	363.10	842.70
C9 Engineering Tradesperson - Level II	457.80	364.00	821.80
C10 Engineering Tradesperson - Level I/Production Systems Employee	436.00	362.80	798.80
C11 Engineering Employee - Level IV	402.90	358.90	761.80
C12 Engineering Employee - Level III	381.10	357.60	738.70
C13 Engineering Employee - Level II	357.50	356.30	713.80
C14 Engineering Employee - Level I	340.10	355.30	695.40

(3) Transitional Arrangements

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

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

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

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

(5) (a) In addition to the rates contained in subclauses (2) and (3) hereof, employees designated in classifications C 14 to C 7 inclusive shall receive an all-purpose industry allowance of \$18.60.

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

- (i) \$9.30 of the allowance shall be paid after the first 12 months of Government service; and
- (ii) the remaining \$9.30 - totalling \$18.60 - shall be paid on completion of 24 months of Government service.

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

- (i) The increase shall apply to the 'plus 24 months of service' rate;
- (ii) The increase is to be rounded to the nearest ten cents;
- (iii) The rate is to be divided by two to calculate instalments in accordance with subparagraphs (i) and (ii) of paragraph (b) hereof, provided that the instalment rates are not expressed in less than ten cents amounts; and
- (iv) In the event of such an equal division of the industry allowance not resulting in the rates being expressed in less than ten cent amounts, as provided in subparagraph (iii) hereof, the division shall be unequal and weighted to the 12 months' service instalment.

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

C 6 Advanced Engineering Tradesperson Level I -

- Electronics Tradesperson - Groups A, B and C
- Instrumentation and Control Tradesperson - Groups A, B and C

C 8 Engineering Tradesperson - Special Class Level I -

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

C 9 Engineering Tradesperson - Level II -

- Tradesperson with marking off responsibilities
- Welder - Special Class

C10 Engineering Tradesperson - Level II -

Automotive Electrical Fitter  
 Blacksmith  
 Brass Finisher  
 Driller using Asquith or Tullis radial drills  
 Driller using borer or cutter bar  
 Electrical Fitter and/or Armature Winder  
 Electrical Installer  
 First Class Machinist  
 Fitter  
 Installer - low voltage equipment  
 Linesperson - Grade 1  
 Motor Mechanic  
 Moulder  
 Plant Mechanic  
 Radio and Television Serviceperson  
 Refrigeration Fitter  
 Turner and/or Iron Machinist  
 Welder - First Class

C11 Engineering Employee - Level IV -

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

C12 Engineering Employee - Level III -

Annealing Stove Attendant  
 Bolt Machinist  
 Casting Dresser  
 Crane Attendant  
 Cycle (Other than Motor) Mechanic's Assistant  
 Driller  
 Screwer  
 Shearer  
 Welder - Second Class

C13 Engineering Employee - Level II -

Furnaceperson's Assistant  
 Process Worker  
 Shot Blast/Sand Dresser  
 Trades Assistant  
 Welder - Fourth Class

C14 Engineering Employee - Level I -

Labourer

## (7) Casual Employees

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

## (8) (a) Leading Hands

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

	\$
If placed in charge of not less than three and not more than 10 other employees	29.90
If placed in charge of more than 10 and not more than 20 other employees	45.50
If placed in charge of more than 20 other employees	58.40
(b) Any tradesperson moulder employed in a foundry where no other jobbing moulder is employed shall be paid at the rate prescribed for leading hands in charge of not less than three and not more than 10 other employees.	
(c) A Certificated Rigger or Scaffolder on ships and buildings, other than a Leading Hand, who, in compliance with the provisions of the Occupational Health, Safety and Welfare Act and Regulations 1988, is responsible for the supervision of not less than three other employees, shall be deemed to be a Leading Hand and be paid at the rate prescribed for a Leading Hand in charge of not less than three and not more than ten other employees.	
(d) In addition to any rates to which an employee may be entitled under this clause a Mechanic-in-Charge, employed by the Department of Conservation and Land Management in the following towns, shall be paid per week -	
	\$
Manjimup, Collie	72.90
Harvey, Dwellingup, Mundaring, Yanchep	36.20
Ludlow, Nannup, Margaret River, Kirup, Walpole, Pemberton	18.40
Jarrahdale	18.40

(9) Apprentices

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

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

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

(10) Construction Allowance

- (a) In addition to the appropriate rate of pay prescribed in subclause (1) hereof, an employee shall be paid -
- (i) \$52.10 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project;
  - (ii) \$47.00 per week if engaged on a multi-storeyed building but only until the exterior walls have been erected, the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A "multi-storeyed building" is a building which, when completed will consist of at least five storeys.
  - (iii) \$27.70 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5. - Classification Structure and Definitions of this Award.
- (b) Any dispute as to which of the aforesaid allowances applies to particular work shall be determined by the Western Australian Industrial Relations Commission.
- (c) Any allowance paid under this subclause includes any allowance otherwise payable under Clause 17. - Special Rates and Provisions of this Award.

(11) Tool Allowance

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

- (i) \$16.50 per week to such tradesperson; or
  - (ii) In the case of an apprentice a percentage which appears against the relevant year of apprenticeship in this Schedule,  
for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.
  - (b) Any tool allowance paid pursuant to paragraph (a) hereof shall be included in, and form part of, the ordinary weekly wage prescribed in this Schedule.
  - (c) An employer shall provide, for the use of tradespersons or apprentices, all necessary power tools, special purpose tools and precision measuring instruments.
  - (d) A tradesperson or apprentice shall replace or pay for any tools supplied by the employer, if lost through the negligence of such employee.
- (12) **Drilling Allowance**  
A driller using a Herbert two-spindle sensitive machine to drill to a marked circumference shall be paid an additional \$2.73 per hour whilst so engaged.
- (13) An engineering employee who is not protected from flying shot and sand by a properly enclosed cabin shall receive a weekly allowance to increase his/her wage to an amount not less than that received by a C11 Engineering Employee - Level IV.
- (14) **Minimum Wage:**
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
  - (b) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
  - (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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
    - (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.

**FIFTH SCHEDULE - BUILDING MANAGEMENT AUTHORITY WAGES AND CONDITIONS**

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

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

- (2) Training Leave: The provisions of Clause 36. - Training Leave of the award shall not apply to Building Management Authority employees.
- (3) Structural Efficiency: The provisions of Clause 37. - Structural Efficiency of the award shall not apply to Building Management Authority employees.
- (4) Definitions: The provisions of subclause (2) in Clause 5. - Classification Structure and Definitions of the award shall not apply to Building Management Authority employees. Instead, the provisions contained in the Fourth Schedule - Definitions of Previous Classifications of this award will continue to apply.

## (5) Wages:

- (a) The wages for Building Management Authority employees on and from the commencement of the first pay period on or after 1 July 2015 will be as follows:

Classification	On Engagement\$	Safety Net Adjustment \$	Total Rate Per Week \$
Engineering Tradesperson:			
Level 4 - Group A	492.60	363.80	856.40
Group B	502.30	364.40	866.70
Group closed	511.70	364.90	876.60
Level 3A	465.40	362.30	827.70
Level 3B	457.70	364.00	821.70
Level 2	442.00	363.20	805.20
Level 1	436.00	362.80	798.80
Engineering Employee			
Level 4 - Group A	406.20	359.00	765.20
Group B	392.70	358.20	750.90
Group C	384.20	357.80	742.00
Group D	381.70	357.70	739.40
Level 3	370.00	357.10	727.10
Level 2	363.00	356.60	719.60
Level 1	341.90	355.40	697.30
Classification	After One Year of Service\$	Safety Net Adjustment \$	Total Rate Per Week
Engineering Tradesperson:			
Level 4 - Group A	498.60	364.10	862.70
Group B	508.30	364.80	873.10
Group C	517.70	363.10	880.80
Level 3A	471.10	362.60	833.70
Level 3B	462.60	362.20	824.80
Level 2	447.30	363.50	810.80
Level 1	441.20	363.00	804.20
Engineering Employee:			
Level 4 - Group A	411.10	359.30	770.40
Group B	397.10	358.50	755.60
Group C	388.20	358.00	746.20
Group D	383.90	357.80	741.70
Level 3	374.50	357.30	731.80
Level 2	367.10	356.90	724.00
Level 1	346.00	355.60	701.60
Classification	After Two Years of Service \$	Safety Net Adjustment \$	Total Rate Per Week \$
Engineering Tradesperson:			
Level 4 - Group A	503.60	364.50	868.10
Group B	513.30	365.00	878.30
Group C	523.10	365.60	888.70
Level 3A	475.50	362.80	838.30
Level 3B	467.30	362.50	829.80
Level 2	451.50	363.70	815.20
Level 1	445.60	363.30	808.90
Engineering Employee			
Level 4 - Group A	415.00	359.50	774.50
Group B	401.10	358.70	759.80
Group C	391.90	358.20	750.10
Group D	386.90	357.90	744.80
Level 3	378.00	357.40	735.40
Level 2	370.80	357.10	727.90
Level 1	349.10	355.80	704.90

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

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

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

(b) Level Classifications:

- (i) **"Engineering Tradesperson - Level 4"** includes the classifications of:  
Electronics Tradesperson Groups A, B and C  
Instrumentation and Controls Tradesperson Groups A, B and C
  - (ii) **"Engineering Tradesperson - Level 3"** includes the classifications of:  
Electrician - Special Class  
Mechanical Tradesperson - Special Class  
Instrument Tradesperson - Complex Systems
  - (iii) **"Engineering Tradesperson - Level 2"** includes the classifications of:  
Tradesperson with marking off responsibilities  
Welder - Special Class  
Electrician Tradesperson (Building Management Authority) - Licensed and required to person electrical installing and electrical fitting work
  - (iv) **"Engineering Tradesperson - Level 1"** includes the classifications of:  
Electrical Fitter and/or Armature Winder  
Electrical Installer  
First Class Machinist  
Fitter  
Installer - low voltage equipment  
Motor Mechanic  
Refrigeration Fitter  
Welder - First Class
  - (v) **"Engineering Employee - Level 4"** includes the classifications of:  
Certified Rigger and Splicer or Scaffolder on ships and buildings  
Tool Storeperson
  - (vi) **"Engineering Employee - Level 3"** includes the classifications of:  
Welder - Second Class
  - (vii) **"Engineering Employee - Level 2"** includes the classifications of:  
Trades Assistant  
Welder - Fourth Class
  - (viii) **"Engineering Tradesperson - Level 1"** includes the classifications of:  
Labourer
- (c) In addition to the wage rates provided in paragraph (a) hereof, electricians employed by the Building Management Authority will receive an all-purpose payment of \$31.20 per week.
- (d) In addition to the wage rates prescribed in paragraph (a) hereof, by agreement between the employer, the employee and the Union, evidenced in writing, a Mechanical Fitter and a Refrigeration Mechanic may receive 25% loading in lieu of overtime payments.
- (e) Leading hand electricians who are required to perform duties over and above those normally required of leading hands shall be paid an all-purpose allowance of \$42.00 per week in addition to the relevant leading hand rate prescribed in subclause (8) of the First Schedule – Wages of this Award.

(6) Conditions:

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

(a) Spread of Hours

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

- (i) Subject to the provisions of this paragraph, the ordinary working hours of employees shall be an average of 38 per week, to be worked as 76 hours over nine days of equal duration per fortnight, exclusive of Saturdays and Sundays, between the hours of 6.00 a.m. and 6.00 p.m.
- (ii) Starting or finishing times outside the limit prescribed in sub-paragraph (a) hereof may, in any particular case, be fixed by agreement between the employer and the union or unions concerned.

## (b) Rostered Day Off

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

- (i) By agreement, rosters may be arranged to ensure that workplaces are not subject to a general close-down on any day and, on rostered days off, workplaces are sufficiently staffed to maximise productivity.
- (ii) By agreement, during peak periods of work a maximum of three rostered days off may be postponed and accumulated, to be taken during periods of reduced work load, provided that the period of postponement may not exceed three months. The accrued rostered days off will be taken by agreement between the employer and the employee and the employer's consent will not be unreasonably withheld.
- (iii) Where an apprentice's unpaid day off falls within a period of block release, an alternative paid day off will be arranged at a time mutually convenient to the employer and the apprentice.
- (iv) Higher duties allowance will not be paid on the rostered day off duty.

## (c) Re-scheduling of Rostered Days Off

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

- (i) The original scheduled rostered day off shall be treated as an ordinary working day.
- (ii) The re-scheduled rostered day off shall be so arranged to occur within ten working days of the original, in lieu of overtime rates, provided that, in special circumstances, longer periods may be agreed.
- (iii) The re-scheduled rostered day off shall be taken on a Monday or Friday, unless another day is agreed in writing between the employer and the employee concerned.

## (d) Meal Breaks

- (i) There shall be a cessation of work and of working time each day for the purpose of a meal break. Such meal break shall not be less than 30 minutes nor more than one hour and taken as agreed between the employees directly concerned and the appropriate manager.
- (ii) Provided that an employee may not be compelled to work beyond five hours without a meal break.
- (iii) The normal meal break prescribed by this subclause shall occur between 12.00 noon and 2.00 p.m.

## (e) Rest Periods

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

- (i) The rest period shall be counted as time off duty, without deduction of pay and shall be arranged at a time and in a manner to suit the convenience of the employer.
- (ii) Refreshments may be taken by employees during the rest period, but the period of ten minutes shall not be exceeded under any circumstances. The rest period in this paragraph shall be taken between 9.00 a.m. and 11.00 a.m..
- (iii) The rest period prescribed herein shall be taken concurrently and not in addition to rest periods contained in any Special Rates provision which may become due at the same time.

## (f) Pay Day and Methods

- (i) Wages shall be paid fortnightly, by not later than Thursday, into an approved bank, building society account or other approved savings organisation, by electronic funds transfer.
- (ii) There will be a holding period for three days, with a commitment to work towards a two day holding period if possible.
- (iii) In the event of a public holiday following a pay day, arrangements will be made to have the pay available at the banking institution on Wednesday. The other provisions of this clause shall be adjusted accordingly.
- (iv) Arrangements for any employee to leave work early on a pay day to check or access funds will not be available.

## (7) Computing Quantities:

An employee, other than a leading hand, who is required to compute or estimate quantities of materials in respect of work performed by others, shall be paid \$4.40 per day, or part thereof, in addition to the rates otherwise prescribed in this award.

## (8) Travelling Time:

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

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**Enrolled Nurses and Nursing Assistants (Government) Award****15. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.  
(b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.  
(c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.  
(d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

**16. - CLASSIFICATION AND WAGES**

- 16.1 Subject to subclause 16.3, the minimum weekly rate of wage payable to employees covered by this Award shall be as per the provisions comprising:
- (a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or
  - (b) Part B – Expired Industrial Agreement Wages;
- whichever are the greater.
- 16.2 Subject to subclause 16.3, the wage rates to apply for the purpose of the no-disadvantage test under the *Industrial Relations Act 1979* shall be as per the provisions comprising:
- (a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or
  - (b) Part B – Expired Industrial Agreement Wages;
- whichever are the greater.
- 16.3 The rates contained in Part B – Expired Industrial Agreement Wages shall only apply to the employees and employers who are respondent to the *WA Health - LHMU - Enrolled Nurses and Assistants in Nursing Industrial Agreement 2007* (AG 15/08), as replaced from time to time.

**PART A: WAGES ADJUSTED BY ARBITRATED SAFETY NET ADJUSTMENTS**

- 16.4 The rates of pay in subclause 16.7 include arbitrated safety net adjustments available since December 1993.
- 16.5 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in subclause 16.7, except where such absorption is contrary to the terms of an industrial agreement.

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

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

	<b>Base Rate</b>	<b>Arbitrated Safety Net Adjustments</b>	<b>Weekly Rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>(a) Enrolled Nurse Level One</b>			
1st year of employment	418.80	361.90	780.70
2nd year of employment	423.80	362.20	786.00
3rd year of employment and thereafter	434.70	362.70	797.40
<b>(b) Enrolled Nurse Level Two</b>			
1st year of employment	427.60	362.30	789.90
2nd year of employment	432.70	362.70	795.40
3rd year of employment and thereafter	443.50	363.20	806.70
<b>(c) Enrolled Nurse Level Three</b>	456.10	364.00	820.10
<b>(d) Assistant in Nursing</b>			
1st year of employment	377.40	357.40	734.80
2nd year of employment	387.80	358.00	745.80
3rd year of employment and thereafter	398.30	358.60	756.90

16.8 Assistant in Nursing (under 19 years of age)

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

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

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

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

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

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

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

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

- "Service" in this context will have the same meaning as it does in the long service leave conditions appropriate to the employee concerned, but confined to named employers party to this Award; except where the employer or the Commission deems it appropriate to include service with hospitals not a party to this Award.
- Employees will be paid the rates shown in this clause according to their year of employment calculated in accordance with the provisions of this subclause.
- Proof of previous service, if required by the employer, will rest on the employee; provided that production of the statement of employment referred to in subclause 7.7, will be sufficient proof for the purpose of this paragraph.

16.15 Re-registration and Length of Service

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

- Five year break in service - at third year of employment rate provided that the first and second year of service rates have previously been attained.
- Six year but less than eight year break in service - at second year of employment rate.
- Greater than eight year break in service - at the first year of employment rate.

16.16 Enrolled Community School Nurses on Days Not Required to Work

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

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

2015 WAIRC 00609

**Enrolled Nurses and Nursing Assistants (Private) Award No. 8 of 1978****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

**30. - WAGES**

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

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Minimum Weekly Rate \$
(a) Trainee Enrolled Nurse			
1st year of training			679.90
2nd year of training			679.90
(b) Enrolled Nurse Level One			
1st year of employment	419.10	361.90	781.00
2nd year of employment	424.10	362.20	786.30
3rd year of employment and thereafter	435.00	362.70	797.70
(c) Enrolled Nurse Level Two			
1st year of employment	428.20	362.40	790.60
2nd year of employment	433.30	362.70	796.00
3rd year of employment and thereafter	444.10	363.20	807.30
(d) Enrolled Nurse Level Three	456.30	364.00	820.30
(e) Nursing Assistant (at 19 years of age and over)			
1st year of employment	377.70	357.40	735.10
2nd year of employment	388.00	358.00	746.00
3rd year of employment and thereafter	398.50	358.60	757.10

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

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

- (g) Provided that an Enrolled Nurse undergoing training in a post basic course approved by the Nurses' Board of W A will be paid the '1st year of employment' rate of wage at the appropriate level during the training period.
- (h) Provided further that an Enrolled Nurse (Student) who is 21 years of age or over shall be paid at the rate applicable to a Nursing Assistant (at 19 years of age and over) at the 'first year of employment' rate.
- (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

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

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

- (2) (a) The rate of wage prescribed in subclause (1) of this clause for an enrolled nurse student shall be varied so as to maintain the relationship that exists as at the date of this order with the rates prescribed for a student nurse in his/her first and second years of experience as contained in the Nurses' (Private Hospitals) Award No. 1 of 1966.
- (b) No employee, who at the date of this order was in receipt of a rate of wage higher than that prescribed herein for his/her classification of work, shall have that rate reduced by the operation of this clause.
- (c) A nursing assistant who has completed his/her first year of employment and who is accepted for training as an enrolled nurse shall be paid not less than he/she would have received had he/she continued as a Nursing Assistant.
- (d) Any employee who has passed the examination for registration prescribed by the Nurses' Board of Western Australia shall, for the purpose of this clause, be deemed to be an enrolled nurse.
- (3) (a) When the term "year of employment" is used in this clause it shall mean all service whether full time or part time in any of the classifications contained in this award with any hospital covered by this award and shall be calculated in periods of completed months from the date of commencement of work covered by this award.
- (b) The service referred to in paragraph (a) hereof may be increased by any similar service with hospitals not covered by this award, and in the event of a dispute between an employer and the Union over the inclusion of such service for the purpose of determining the year of employment the dispute may be referred to the Industrial Relations Commission for determination.
- (c) Employees shall be paid the rates shown in this clause according to their year of employment calculated in accordance with the provisions of this subclause subject to satisfactory performance. Proof of previous service, if required by the employer, shall rest on the employee; provided that production of the certificate or certificates referred to in paragraph (d) hereof shall be sufficient proof for the purpose of this paragraph.
- (d) Each employee whose service terminates shall at the time of termination be given a certificate signed by the employer in which shall be stated the name of the employee, the period of service, whether the service was full time or part time and the classifications in this award in which work has been carried out.  
 Provided that where an employee terminates without that employee having given the prescribed period of notice, the employer shall be under no obligation to provide the certificate at the time of termination. The employee shall however, be entitled to request and receive the certificate at any time after the termination.
- (4) Minimum Wage: No employee employed under this award who is 21 years of age or over shall receive less than the minimum wage prescribed from time to time by the Western Australian Industrial Relations Commission.
- (5) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.
- (6) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

**2015 WAIRC 00610**

**Family Day Care Co-Ordinators' and Assistants' Award, 1985**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

#### 16. - SALARIES

- (1) (a) **Resource Employee (Playgroup/Toy library)**  
The minimum weekly rate payable to persons employed pursuant to this award shall be:
- |           | \$     |
|-----------|--------|
| Step I    | 751.30 |
| Step II   | 771.90 |
| Step III  | 796.20 |
| Step IV   | 803.00 |
| Step V    | 822.00 |
| Step VI   | 835.10 |
| Step VII  | 850.10 |
| Step VIII | 865.40 |
- (i) A Resource Employee who is unqualified shall enter the salary scale on Step I and exit at Step IV.
  - (ii) A Resource Employee who is qualified and with no previous experience in the industry shall enter at Step IV. At the end of 12 months satisfactory performance, this person shall progress to Step VI and subject to subclause (2) exit the salary scale at Step VIII.
  - (iii) A Resource Employee who is in their first year of experience as a qualified child care employee and has previous experience in the industry, as defined in placitum (iv) of this paragraph, shall enter the salary scale at Step V and exit at Step VIII.
  - (iv) "Industry" for the purpose of recognising previous experience in placitum (iii) of this paragraph, shall be those sectors of the children's services industry that deals predominantly with the 0-6 year old age group.
  - (v) For the purpose of this paragraph "previous experience" means one year full-time employment or equivalent.
- (b) **Special Needs Support Employee**
- |          | \$     |
|----------|--------|
| Step I   | 803.00 |
| Step II  | 822.00 |
| Step III | 835.10 |
| Step IV  | 850.10 |
| Step V   | 865.40 |

- (i) A Special Needs Support Employee who is unqualified shall enter the salary scale at Step I and exit at Step IV.
- (ii) A Special Needs Support Employee who is qualified shall enter the salary scale at Step II and exit at Step V.
- (c) Support Employee
- |          | \$     |
|----------|--------|
| Step I   | 778.70 |
| Step II  | 802.00 |
| Step III | 824.20 |
| Step IV  | 844.20 |
| Step V   | 850.50 |
| Step VI  | 865.40 |
- (i) A Support Employee who is unqualified and undertakes the administration of Child Care Assistance and enrolments shall enter the salary scale at Step I and exit at Step IV.
- (ii) A Support Employee who is unqualified and undertakes the administration of Child Care Assistance, enrolments and/or bookkeeping, administration of finances/accounts, shall enter the salary scale at Step II and exit at Step V.
- (iii) A Support Employee who holds and is required to use the skills and/or knowledge acquired from an Associate Diploma in Accounting or an equivalent qualification shall enter the salary scale at Step III and exit at Step VI.
- (d) Assistant Co-ordinator (Field)
- |           | \$      |
|-----------|---------|
| Step I    | 835.10  |
| Step II   | 858.30  |
| Step III  | 880.40  |
| Step IV   | 907.10  |
| Step V    | 932.70  |
| Step VI   | 958.40  |
| Step VII  | 984.00  |
| Step VIII | 995.80  |
| Step IX   | 1029.00 |
- (i) An Assistant Co-ordinator who is unqualified shall enter the salary scale at Step I and exit at Step IV.
- (ii) An Assistant Co-ordinator who is two year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step II and exit at Step VI.
- (iii) An Assistant Co-ordinator who is three year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step III and exit at Step VII.
- (iv) An Assistant Co-ordinator who is four year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step V and exit at Step IX.
- (e) Scheme Co-ordinator
- |          | \$      |
|----------|---------|
| Step I   | 965.70  |
| Step II  | 995.80  |
| Step III | 1029.00 |
| Step IV  | 1055.80 |
| Step V   | 1071.50 |
| Step VI  | 1112.00 |
| Step VII | 1141.90 |
- (i) A Scheme Co-ordinator shall be graded in accordance with subclause (5) (c) of clause 17. Classification Definitions and Skill Descriptors.
- (ii) A Scheme Co-ordinator Grade One as defined in subclause (5) (c) (i) of clause 17. Classification Definitions and Skill Descriptors, shall progress through the salary scale as follows subject to subclause (2) of this clause:
- a Scheme Co-ordinator with 2 or 3 year training, as defined in subclause (4) of this clause, shall enter at Step I and exit at Step IV.
  - a Scheme Co-ordinator with 4 year training, as defined in subclause (4) of this clause, shall enter at Step III and exit at Step VI.
- (iii) A Scheme Co-ordinator Grade Two, as defined in subclause (5)(c)(ii) of clause 17. Classification Definitions and Skill Descriptors, shall progress through the salary scale as follows subject to subclause (2) of this clause:
- a Scheme Co-ordinator with 2 or 3 year training, as defined in subclause (4) of this clause, shall enter at Step III and exit at Step VI.
  - a Scheme Co-ordinator with 4 year training, as defined in subclause (4) of this clause, shall enter at Step IV and exit at Step VII.

- (2) Progression from Step to Step for all classifications will be contingent upon:
- (a) 12 months service at each Step; and
  - (b) satisfactory performance at each Step.
- (3) The employee and managing body of the Scheme shall be at liberty to negotiate and set a higher rate of salary, bearing in mind the duties and responsibilities or previous experience of the employee. Any agreement to select a higher rate shall be reduced in writing and shall entitle that employee, whilst employed at the Scheme, to the agreed salary level as if this award had expressly provided such an entitlement. Any such agreement may be rescinded only by mutual consent.
- (4) "Two year, three year or four year trained status" refers to a tertiary or post secondary qualification in early childhood care or education, which is recognised by the Child Care Services Board, or the Australian Early Childhood Association, to be relevant and applicable for use as a family day care scheme employee.
- (5) Where an employee is appointed to act as a Scheme Co-ordinator for more than four days, they shall be paid for the whole of that period as a Scheme Co-ordinator according to their level of qualification or a loading of 10% in addition to their normal salary whichever is greater.
- (6) On ceasing employment with an employer, the employee shall be given a written statement of the current classification and Step if appropriate and the date of commencement at the classification and Step to be passed on to the next employer.
- (7) It is a condition that no employee shall suffer a reduction in wages by reason of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the Minimum Rates Adjustment.
- (8) Any employer who experiences financial hardship as a result of the implementation of the Minimum Rates Adjustments may apply to the Western Australian Industrial Relations Commission for orders regarding the timing of backpayments.
- (9) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**2015 WAIRC 00611**

**Farm Employees' 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 \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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 following shall be the minimum weekly rates of wages payable to employees covered by this award:-

	TOTAL \$
Adult Employees:	
Farm Hand	
(a) With less than twelve months experience in the industry	679.90
(b) With twelve months experience in the industry	679.90
(c) General Farm Hand	679.90
(d) Farm Tradesman (As defined)	679.90

"Farm Tradesman" shall mean a farm hand who has satisfactorily completed the approved apprenticeship in "farming" or who has been issued with an approved trade certificate and provides proof satisfactory to the employer of such qualification or who has by other means achieved a standard of knowledge deemed by his employer as equivalent thereto and is appointed as such in writing by his employer.

(2) Junior Employees - other than Apprentices:

	Percentage of the rate for a Farm Hand with less than twelve months experience
15 years of age	45%
16 years of age	50%
17 years of age	55%
18 years of age	65%
19 years of age	75%
20 years of age	90%

(3) Casual Employees:  
A casual employee shall be paid 20 percentum in addition to the rates prescribed

(4) Apprentices:

	Percentage of weekly rate of wage for a Farm Tradesman
First year of service	47.5%
Second year of service	71.0%
Third year of service	90.3%

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

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

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

**2015 WAIRC 00612**

#### **Fast Food Outlets Award 1990**

##### 1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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

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

- (1) Classifications (total wage per week):

	Effective on and from the commencement of the first pay period on or after 1 July 2015
	\$
Qualified Cook	793.90
Cook Employed Alone	768.60
Other Cooks	764.20
Bar Attendant	767.90
Head Waiter/Waitress	790.70
Waiter/Waitress	758.30
Cashier	767.90
Counterhand	758.40
Cleaner	754.10
Kitchenhand	754.30
Laundress	754.30
Yardman	754.30
General Hand	754.30

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

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

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

- (2) **Leading Hands -**

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

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

## 2015 WAIRC 00614

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

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

6. - WAGES

- (1) The base rate per week for shiftwork staff will be as follows:
 

Classification	Base Rate per Week
Trainee Firefighter	734.60
3rd Class Firefighter	773.50
2nd Class Firefighter	785.30
1st Class Firefighter - Level 1	809.60
- Level 2	824.20
- Level 3	870.60
Senior Firefighter	894.90
Station Officer - Level 1	967.70
- Level 2	992.00
District Officer	1109.60
Superintendent	1167.10
Communication Systems Officer – level 1	774.20
Communication Systems Officer – level 2	802.60
Communication Systems Officer – level 3	828.80
Communication Systems Officer – level 4	854.90
- (2) The total weekly rate for employees specified in subclause (1) will be calculated by the sum of the base rate and 39.8% of that base rate of pay in lieu of all loadings and penalties accumulated as a consequence of working shift work as detailed in clauses 8 – Hours of Duty and 34 - Formula for Calculation of Penalties.

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

**Fire Safety Assistants**

Grade 1	824.20
Grade 2	872.20
Grade 3	948.70
Grade 4	980.90

**Fire Safety Assistant (O'Connor Workshop)**

Grade 1	824.20
Grade 2	872.20

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

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

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

**2015 WAIRC 00613****Fire Brigade Employees (Workshops) Award 1983****19. - WAGES**

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

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

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

Classification	Award Rate	Safety Net Adjustments	Additional Payment	Years of Service	Total Wage Per Week
	\$	\$	\$	\$	\$
<b>Engineering Tradesperson -</b>					
C8 Level 3	458.89	370.71	118.70	(1-2)	948.30
		371.91	139.30	(3-8)	970.10
		371.21	166.80	(over 8)	996.90
<b>Engineering Tradesperson -</b>					
C9 Level 2	437.98	367.32	77.30	(1)	882.60
C10 Level 3	407.00	363.60	81.10	(1)	851.70
<b>Engineering Employee -</b>					
C11 Level 4	385.40	361.00	57.70	(1)	804.10
C12 Level 3	364.59	357.91	21.50	(1)	744.00

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

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

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

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

Engineering Tradespersons -

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

- (4) A tradesperson placed in charge of three or more other employees, in addition to the ordinary rate, shall be paid per week -
- |     |                                                                                 |         |
|-----|---------------------------------------------------------------------------------|---------|
| (a) | If placed in charge of not less than three and not more than 10 other employees | \$26.00 |
| (b) | If placed in charge of more than 10 and not more than 19 other employees        | \$40.00 |
| (c) | If placed in charge of more than 20 other employees                             | \$51.30 |
- (5) (a) The employer shall pay employees an allowance for service of:  
\$8.00 in the second year of service.  
\$16.00 in the third and subsequent years of service.
- (b) This allowance shall be paid as "all purpose".
- (6) (a) Where the employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of:
- (i) \$14.40 per week to such tradesperson; or
- (ii) in the case of an apprentice a percentage of \$14.40, being the percentage which appears against the relevant year of apprenticeship.
- For the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) hereof will be included in, and form part of, the all purpose ordinary weekly wage prescribed in this clause.
- (c) An employer shall provide, for the use of tradespersons or apprentices, all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the negligence of such employee.
- (7) Liberty to Apply
- Leave is reserved to Respondents to the award to apply to vary this clause consequent upon the outcome of the 1989/90 paid rates review conducted by the Australian Industrial Relations Commission.
- (8)
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (b) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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.

## 2015 WAIRC 00615

**Food Industry (Food Manufacturing or Processing) Award****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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. - TRAINEESHIPS**

- (7) **Wages**
  - (a) (i) The minimum rates of wages payable weekly to trainees are as provided in subparagraph (iv) of this subclause.
  - (ii) These wage rates will only apply to Trainees while they are undertaking an approved traineeship which includes approved training as defined in this Clause.
  - (iii) The wage rates prescribed by this clause do not apply to completed trade level training which is covered by the Apprenticeship system.
  - (iv) **Skill Level B:**  
Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level B.

HIGHEST YEAR OF SCHOOLING COMPLETED

School Leaver	Year 10 and below\$	Year 11\$	Year 12\$
	247.00	296.00	343.00
Plus 1 year out of school	296.00	343.00	404.00
Plus 2 years	343.00	404.00	462.00
Plus 3 years	404.00	462.00	526.00
Plus 4 years	462.00	526.00	
Plus 5 years	526.00		

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

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

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

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

- (b) The skill level of approved Traineeships in the food industries has been agreed to be Skill Level B.
- (c) For the purposes of this provisions, "out of school" shall refer only to periods out of school beyond Year 10, (or below) and shall be deemed to:
- (i) Include any period of schooling beyond Year 10 (or below) which was not part of nor contributed to a completed year of schooling;
  - (ii) Include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10 (or below); and
  - (iii) Not include any period during a calendar year in which a year of schooling is completed.
  - (iv) Have effect on an anniversary date being January 1 in each year.
- (d) At the conclusion of the Traineeship, this clause ceases to apply to the employment of the Trainee and the award shall apply to the former trainee.

31. - WAGES

The following shall be the minimum weekly rate of wage payable to employees covered by this award on and from the commencement of the first pay period on or after 1 July 2015.

		TOTAL Rate Per Week\$
(1)	Section One to Six as Defined:	
	Level 1	78% 679.90
	Level 1A	80% 688.80
	Level 2	82% 697.50
	Level 3	87.4% 721.30
	Level 4	92.4% 743.40
	Level 5	100% 778.90

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) Junior Employees:
- | (Percentage of adult rate of Level 1) | %   |
|---------------------------------------|-----|
| Under 16 years of age                 | 50  |
| 16 to 17 years of age                 | 60  |
| 17 to 18 years of age                 | 70  |
| 18 to 19 years of age                 | 80  |
| 19 to 20 years of age                 | 90  |
| 20 to 21 years of age                 | 100 |

## (3) Leading Hands

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

2015 WAIRC 00616

**Foremen (Building Trades) Award 1991**6. - MINIMUM RATES

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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) Each foreman shall be classified by his/her employer within the range prescribed hereunder and be paid not less than the rate for that classification.
- (2) (a) Subject to the provisions of subclause (3) of this clause, a foreman may be reclassified at any time. In the event of any dispute between an employer and the appropriate union as to the classification of any foreman employed by that employer, the matter may be referred to the Board of Reference for determination.

CLASSIFICATION RANGE * \$	A.S.N.A. \$	TOTAL WAGE \$
514.90	363.00	877.90
535.00	366.20	901.20
555.20	367.40	922.60
575.30	368.40	943.70
595.50	369.50	965.00
615.70	370.70	986.40
635.90	369.70	1005.60

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

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

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

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

- (3) Where the classification of a foreman has been fixed by the Board of Reference, that classification shall not be reduced by the employer except after the expiry of fourteen days' notice of the proposed reduction and the reason therefor has been given in writing to the appropriate union.
- (4) The provisions of this clause do not apply to any foreman if and for as long as he/she is being paid a rate in excess of the maximum rate prescribed.

## 2015 WAIRC 00617

### Fruit and Produce Market Employees Award No. 50 of 1955

#### 1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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)	Adults	Operative on and from the commencement of the first pay period on or after 1 July 2015
		\$
	Storemen	709.50
	Head Storemen	709.50

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.

- Whilst so engaged, casual hands shall be paid the rate of twenty per cent in addition to the rates prescribed herein.
- Junior Male Workers (per cent of rate prescribed for Storeman in (1) hereof):

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

**2015 WAIRC 00618**

**Fruit Growing and Fruit Packing Industry Award - The**

24. - WAGES

Adult Workers:

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

	Rate Per Week
	\$Total
(1) Fruit Packing and Sorting	
(a) Trainee Packer & Trainee Sorter	709.50
(b) Competent Packer (as defined) & Sorter	709.50
(c) Shed Hand	709.50
(2) Fruit Growing and Picking:	
(a) Orchard Hand (General)	709.50
(b) Orchard Hand (Machine Operator)	709.50

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

(a) Orchard Hand (General)	26.61
(b) Orchard Hand (Machine Operator)	26.61

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

(a) Orchard Hand	35.48
(b) Orchard Hand (Machine Operator)	35.48

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

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

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

(3) Junior Workers:

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

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

(4) Casual Workers:

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

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

(5) For the purpose of this clause.

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

(6) Part-time Employees

(a) A part-time employee shall be an employee engaged at an hourly rate for a lesser period per week than the hours usually worked by a full time employee.

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

24A. – MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.

(3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.

(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.

2015 WAIRC 00619

**Funeral Directors' Assistants' Award No. 18 of 1962**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.  
(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) The minimum weekly rate of wage payable to employees covered by this award shall be as follows:

	Base Rate Adjustments\$	Arbitrated Safety Net Rate\$	Minimum Weekly\$
<b>Branch Officer:</b>			
First 3 months of employment	379.40	357.60	737.00
After 3 months of employment	424.90	362.20	787.10
After 12 months of employment	428.40	362.40	790.80
After 24 months of employment	432.00	362.50	794.50
<b>Embalmer:</b>			
First 3 months of employment	372.10	357.10	729.20
After 3 months of employment	417.60	361.70	779.30
After 12 months of employment	421.20	362.00	783.20
After 24 months of employment	424.80	362.20	787.00
<b>Coffin Maker and/or Coffin Polisher:</b>			
First 3 months of employment	368.10	356.90	725.00
After 3 months of employment	413.50	359.40	772.90

	Base Rate Adjustments\$	Arbitrated Safety Net Rate\$	Minimum Weekly\$
Coffin Maker and/or Coffin Polisher:— <i>continued</i>			
After 12 months of employment	417.10	361.70	778.80
After 24 months of employment	420.70	361.90	782.60
General Assistants			
After Hours Attendants:			
First 3 months of employment	349.10	355.80	704.90
After 3 months of employment	394.50	358.40	752.90
After 12 months of employment	398.10	358.60	756.70
After 24 months of employment	401.70	358.70	760.40
(2)	Any employee in the Head Office who arranges and attends to funeral business shall be paid the rate prescribed for a Branch Officer while employed on such work.		
(3)	Leading Hands: Any employee placed by the employer in charge of three or more other employees shall be paid \$26.00 per week in addition to the amounts prescribed in this clause.		
(4)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.		
	These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.		
	Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.		

2015 WAIRC 00620

### Furniture Trades Industry Award

#### 8. - WAGES

##### (2) Wages

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

	Total Minimum Rate\$
(a) Furniture Making Employee - Group 1	679.90
Furniture Making Employee - Group 2	697.50
Furniture Making Employee - Group 3	721.30
Furniture Making Employee - Group 4	743.40
Furniture Making Employee - Group 5	778.90
Furniture Making Employee - Group 6	801.00
Furniture Making Employee - Group 7	822.90

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

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

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

##### (3) Tool Allowance

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

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

##### (4) Apprentices

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

(b) Percentages:

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

- |       |                                |    |
|-------|--------------------------------|----|
| (ii)  | Three and a Half Year Term -   | %  |
|       | First six months               | 42 |
|       | Next year                      | 55 |
|       | Next following year            | 75 |
|       | Final year                     | 88 |
| (iii) | Three Year Term -              |    |
|       | Apprentices who have completed |    |
|       | 12 months full time training - |    |
|       | First year                     | 55 |
|       | Second year                    | 75 |
|       | Third year                     | 88 |
| (iv)  | Three Year Term -              |    |
|       | First year                     | 42 |
|       | Second year                    | 55 |
|       | Third year                     | 88 |
- (5) Junior Employees
- (a) The minimum rate of pay per week for a junior employee shall be the percentages shown in paragraph (b) herein, of the total rate of pay for a Furniture Making Employee Group 2, but in any event shall not be less than that provided in the Minimum Conditions of Employment Act.
- |     |                         |    |
|-----|-------------------------|----|
| (b) | Percentages             | %  |
|     | Under 16 years          | 38 |
|     | Between 16 and 17 years | 46 |
|     | Between 17 and 18 years | 53 |
|     | Between 18 and 19 years | 73 |
|     | Between 19 and 20 years | 80 |
|     | Between 20 and 21 years | 85 |
- Liberty to amend this clause is reserved.
- (6) Minimum Adult Award Wage
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (b) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.

- (ii) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
- (iii) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

## APPENDIX III - NATIONAL TRAINING WAGE

9 . - WAGES

- (a) (i) The weekly wages payable to Trainees are as provided in paragraph (iv), (v), (vi) of this sub-clause.
- (ii) These wage rates will only apply to Trainees while they are undertaking an approved traineeship which includes approved training as defined in this Appendix.
- (iii) The wage rates prescribed by this clause do not apply to complete trade level training which is covered by the Apprenticeship system.
- (iv) Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A.

## Highest Year of Schooling Completed

School Leaver	Highest Year of Schooling Completed		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	210.00(50%)	258.00(33%)	
	245.00(33%)	291.00(25%)	356.00
plus 1 year out of school	291.00	356.00	415.00
plus 2 years	356.00	415.00	484.00
plus 3 years	415.00	484.00	552.00
plus 4 years	484.00	552.00	
plus 5 years or more	552.00		

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

## Highest Year of Schooling Completed

School Leaver	Highest Year of Schooling Completed		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	210.00(50%)	258.00(33%)	349.00
	245.00(33%)	291.00(25%)	
plus 1 year out of school	291.00	349.00	399.00
plus 2 years	349.00	399.00	469.00
plus 3 years	399.00	469.00	534.00
plus 4 years	469.00	534.00	
plus 5 years or more	534.00		

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

## Highest Year of Schooling Completed

School Leaver	Highest Year of Schooling Completed		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	210.00(50%)	258.00(33%)	349.00
	245.00(33%)	291.00(25%)	
plus 1 year out of school	291.00	349.00	392.00
plus 2 years	349.00	392.00	439.00
plus 3 years	392.00	439.00	488.00
plus 4 years	439.00	488.00	
plus 5 years or more	488.00		

- (vii)

## Year of Schooling

	Year 11\$	Year 12\$
School Based Traineeship Skill Levels A, B and C	303.00	327.00

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

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

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

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

**2015 WAIRC 00621**

**Gardeners (Government) 1986 Award No. 16 of 1983**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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 rates of wage payable to employees covered by this award shall be:

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

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
(a) Level One			
Comprehends the following classes of work			
Gardener/Ground Attendant (Grade 2)			
Labourer (Maintenance and General)			
Mower Operator (Walk Mower)			
1st year of employment	372.70	357.10	729.80
2nd year of employment	376.50	357.40	733.90
3rd year of employment and thereafter	380.60	357.60	738.20
Level Two			
Comprehends the following classes of work			
Assistant on Rubbish Vehicle			
Gardener/Ground Attendant (Grade 1)			
1st year of employment	377.30	357.40	734.70
2nd year of employment	381.30	357.60	738.90
3rd year of employment and thereafter	385.10	357.90	743.00
Level Three			
Comprehends the following classes of work			
Concrete Finisher, Slab and Kerb Layer			
Machinery Operators			
Rotary Hoe (not attached to tractor)			
Tractor Pneumatic Tyred			
Class I (without power - operated attachments)			
Maintenance Attendant			
Power-operated Portable Saw			
1st year of employment	388.10	358.00	746.10
2nd year of employment	391.90	358.20	750.10
3rd year of employment and thereafter	395.80	358.40	754.20
Level Four			
Comprehends the following classes of work			
Assistant Mechanical Maintenance Attendant			
Machinery Operators			
Power Roller			
Tractor (Pneumatic Tyred) (with power-operated attachments Classes 1 - 5)			
Tractor (Pneumatic Tyred) (without power-operated attachments Classes 2 - 5)			
Motor Vehicle Driver (less than 1.2 tonnes)			
Mower Operator			
Rider Mower			
Walk Mower (In Charge of Vehicle) Grades 1 and 2			
Senior Gardener/Ground Attendant			
Senior Maintenance Attendant			
1st year of employment	399.60	358.70	758.30
2nd year of employment	403.70	358.90	762.60
3rd year of employment and thereafter	407.30	359.10	766.40
Level Five			
Comprehends the following classes of work			
(i) Machinery Operator			
Tractor (Pneumatic Tyred with power-operated attachments Class 6 and up to 230 hp)			

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
Level Five — <i>continued</i>			
Motor Vehicle Driver (over 1.2 tonnes and below 3 tonnes) Tractor Mower Operator			
1st year of employment	402.20	358.90	761.10
2nd year of employment	406.00	359.00	765.00
3rd year of employment and thereafter	409.50	359.20	768.70
(ii) Motor Vehicle Driver (over 3 tonnes and less than 6 tonnes) Rider Mower (In charge of Vehicle)			
1st year of employment	406.90	359.10	766.00
2nd year of employment	410.80	359.20	770.00
3rd year of employment and thereafter	414.40	359.50	773.90
Level Six			
Comprehends the following classes of work			
Tradesperson Gardener			
1st year of employment	417.80	361.80	779.60
2nd year of employment	423.00	362.00	785.00
3rd year of employment and thereafter	427.20	362.30	789.50
Level Seven			
Comprehends the following classes of work			
Horticulturist (Certificated)			
Senior Mower Operator (BMA)			
1st year of employment	436.40	362.80	799.20
2nd year of employment	440.50	363.00	803.50
3rd year of employment and thereafter	444.50	363.30	807.80
Level Eight			
Comprehends the following classes of work			
Foreperson Grade 2			
1st year of employment	466.90	362.50	829.40
2nd year of employment	472.00	362.70	834.70
3rd year of employment and thereafter	476.50	363.00	839.50
Level Nine			
Comprehends the following classes of work			
Estate Foreperson (Homeswest)			
Foreperson Grade 1			
1st year of employment	495.70	364.00	859.70
2nd year of employment	500.80	364.30	865.10
3rd year of employment and thereafter	505.30	364.60	869.90

(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.

**PART B - ALL EMPLOYEES EMPLOYED BY THE MINISTRY OF EDUCATION**

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
Level One			
Nil			
Level Two			
Assistant Gardener/Handyperson			
1st year of employment	380.30	357.60	737.90
2nd year of employment	383.60	357.70	741.30
3rd year of employment and thereafter	386.70	357.90	744.60

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
Level Three			
Gardener/Handyperson			
Gardener/Pool Maintenance Officer			
1st year of employment	387.10	357.90	745.00
2nd year of employment	391.10	358.20	749.30
3rd year of employment and thereafter	395.30	358.40	753.70
Level Four			
Gardener/Ride on Mower Operator/ Handyperson			
1st year of employment	396.40	358.50	754.90
2nd year of employment	400.00	358.70	758.70
3rd year of employment and thereafter	404.20	358.90	763.10
Level Five			
Senior Gardener/Handyperson			
Senior Gardener/Pool Maintenance Officer			
Handyperson (Belmont SHS)			
1st year of employment	408.40	359.20	767.60
2nd year of employment	412.20	359.40	771.60
3rd year of employment and thereafter	416.00	361.70	777.70
Level Six			
Horticulturist (Certificated)			
1st year of employment	439.40	363.00	802.40
2nd year of employment	444.70	363.30	808.00
3rd year of employment and thereafter	449.10	363.50	812.60

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

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

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

PART C - ALL EMPLOYEES

- (2) **Casual Employees**  
Casual employees shall be paid 20% in addition to the first year rate prescribed for the work performed. Casual employees shall not be engaged on weekends or holidays unless full-time employees are not available.
- (3) A Senior Gardener/Ground Attendant who is required to maintain turf wickets, bowling greens or tennis courts shall be paid in addition to the rates prescribed an amount of \$7.80 per week. Occasional off-season attention shall not qualify an employee for payment under this subclause.
- (4) Where the term "year of employment" is used in this clause, it shall mean all service, irrespective of classification with that employer.
- (5) **Leading Hands**  
Leading Hands and Senior Gardener/Ground Attendants if placed in charge of:
  - (a) five and not more than ten other employees shall be paid \$27.40 per week extra;
  - (b) more than ten but not more than 20 other employees shall be paid \$40.20 per week extra;
  - (c) more than 20 other employees shall be paid \$53.30 per week extra.
- (6) For the purpose of subclause (1) of this clause, pneumatic tyred tractors up to 230 power take-off horse power, are classified as follows:
 

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

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

(7) Apprentices

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

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

(8) Trainee Horticulturists

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

		%
	First year	55
	Second year	75
	Third year	88

(9) Junior Employees

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

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

(10) Toilet Cleaning Allowance (Zoological Gardens)

- (a) Employees of the Zoological Gardens Board covered by this award who are required to clean public toilets shall be paid 85 cents per closet, per week.
- (b) For the purposes of this subclause one metre of urinal shall count as one closet and three urinal stalls shall count as one closet.
- (c) All such employees shall be supplied with rubber gloves on request.

**2015 WAIRC 00622**

**Gate, Fence and Frames Manufacturing Award**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
- (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

FIRST SCHEDULE - WAGES

(1) (a) Adult Employees:

	Rate Per Week	Supplementary Payment	Safety Net Adjustment Payment	Total Rate Per week
Machinist (Wire) "A"	333.30	23.30	356.30	712.90
Machinist (Wire) "B"	320.70	18.60	355.30	694.60
Machinist (Wire) Assistant	314.30	17.50	354.90	686.70
Framer "A"	333.30	23.30	356.30	712.90
Framer "B"	310.40	17.50	354.60	682.50
Process Employee	310.40	17.50	354.60	682.50
Wirer	310.40	17.50	354.60	682.50
Welder "A"	363.20	34.10	358.50	755.80
Welder "B"	316.10	18.60	355.10	689.80
Welder "C"	312.00	17.50	354.80	684.30
Painter of Iron Work	319.30	18.60	355.30	693.20
Erector	316.10	18.60	355.10	689.80
Erector's Assistant	310.40	17.50	354.60	682.50
Tool and Material Storeperson	323.10	20.10	355.50	698.70
Tradesperson	363.20	34.10	358.50	755.80
Mechanical Tradesperson- Special Class	386.90	39.00	362.20	788.10

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

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

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

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

- (a) If placed in charge of not less than three and not more than ten other employees \$31.00
- (b) If placed in charge of more than ten but not more than twenty other employees \$47.70
- (c) If placed in charge of more than twenty other employees \$61.50

- (3) Apprentices:
- (a) (Wages per week expressed as a percentage of the "Tradesman's" rate).
- |                            |    |
|----------------------------|----|
|                            | %  |
| Five Year Term             |    |
| First Year                 | 40 |
| Second Year                | 48 |
| Third Year                 | 55 |
| Fourth Year                | 75 |
| Fifth Year                 | 88 |
| Four Year Term             |    |
| First Year                 | 42 |
| Second Year                | 55 |
| Third Year                 | 75 |
| Fourth Year                | 88 |
| Three and a Half Year Term |    |
| First Six Months           | 42 |
| Second Six Months          | 55 |
| Next Year                  | 75 |
| Final Year                 | 88 |
| Three Year Term            |    |
| First Year                 | 55 |
| Second Year                | 75 |
| Third Year                 | 88 |
- (b) For the purpose of subclause (a) of this clause "Tradesman's" rate means the total wage for the classification "tradesman" as set out in subclause (1) of this Schedule.
- (4) Junior Employees:
- (a) (Wages per week expressed as a percentage of the "Process Employees" rate).
- |                       |      |
|-----------------------|------|
|                       | %    |
| Under 16 years of age | 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   |
- (b) For the purpose of subclause (a) of this clause "Process Employees" rate means the total wage for the classification "Process Employee" as set out in subclause (1) of this Schedule.
- (5) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the rate for the calling in which he is employed.
- (6) (a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of their work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of -
- (i) \$17.30 per week to such tradesperson, or
- (ii) In the case of an apprentice a percentage of \$17.30 being the percentage which appears against the year of apprenticeship in subclause (a) of subclause (3) of this Schedule.
- For the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of their work as a tradesperson or apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this schedule.
- (c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or apprentice shall replace or pay for any tools supplied by the employer, if lost through their negligence.
- (7) Structural Efficiency:
- (a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1707 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the gate, fence and frame manufacturing industry and to enhance the career opportunities and job security of employees in the industry.
- (c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union or unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the



- (b) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (ii) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (iii) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

**APPENDIX I – MAKE UP OF TOTAL WAGE**

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

CLASSIFICATIONS	Base Rate	Arbitrated Safety Net Adjustment	Total Rate
	\$	\$	\$
(1) <b>Adult Employees</b>			
Trainee	650.80	709.10	1359.90
Groundsperson Grade 1	654.40	709.20	1363.60
Groundsperson Grade 2	661.70	709.70	1371.40
Assistant Greenkeeper	708.50	712.20	1420.70
Greenkeeper Tradesperson Grade 1	834.40	723.50	1557.90
Greenkeeper Tradesperson Grade 2	853.90	724.60	1578.50

## 2015 WAIRC 00624

## Government Officers (Insurance Commission of Western Australia) Award, 1987

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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) The annual salaries applicable to employees covered by this Award;

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
<b>Level 1</b>			
Under 17 years	11355	8685	20040
17 years	13270	10150	23420
18 years	15480	11840	27320
19 years	17918	13705	31623
20 years	20122	15391	35513
1.1	22104	16907	39011
1.2	22756	16944	39700
1.3	23407	16980	40387
1.4	24054	17127	41181
1.5	24705	17163	41868
1.6	25356	17199	42555
1.7	26105	17131	43236
1.8	26623	17161	43784
1.9	27389	17203	44592

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
<b>Level 2</b>			
2.1	28306	17254	45560
2.2	29009	17293	46302
2.3	29748	17334	47082
2.4	30529	17377	47906
2.5	31346	17423	48769
<b>Level 3</b>			
3.1	32469	17485	49954
3.2	33344	17534	50878
3.3	34246	17474	51720
3.4	35172	17526	52698
<b>Level 4</b>			
4.1	36442	17596	54038
4.2	37437	17542	54979
4.3	38461	17599	56060
<b>Level 5</b>			
5.1	40433	17709	58142
5.2	41766	17783	59549
5.3	43151	17860	61011
5.4	44588	17940	62528
<b>Level 6</b>			
6.1	46899	18069	64968
6.2	48470	18156	66626
6.3	50096	18248	68344
6.4	51832	18344	70176
<b>Level 7</b>			
7.1	54494	18492	72986
7.2	56336	18595	74931
7.3	58340	18707	77047
<b>Level 8</b>			
8.1	61597	18888	80485
8.2	63930	19018	82948
8.3	66823	19179	86002
<b>Level 9</b>			
9.1	70436	19380	89816
9.2	72877	19516	92393
9.3	75661	19672	95333
Class 1	79871	19906	99777
Class 2	84081	20141	104222
Class 3	88289	20375	108664
Class 4	92499	20609	113108

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

Current junior rate

-----

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

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**2015 WAIRC 00626**

**Government Officers Salaries, Allowances and Conditions Award 1989**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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 D SALARIES

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

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
<b>Level 1</b>			
Under 17 years	11355	8685	20040
17 years	13270	10150	23420
18 years	15480	11840	27320
19 years	17918	13705	31623
20 years	20122	15391	35513
1.1	22104	16907	39011
1.2	22756	16944	39700
1.3	23407	16980	40387
1.4	24054	17127	41181
1.5	24705	17163	41868
1.6	25356	17199	42555
1.7	26105	17131	43236
1.8	26623	17161	43784
1.9	27389	17203	44592
<b>Level 2</b>			
2.1	28306	17254	45560
2.2	29009	17293	46302
2.3	29748	17334	47082
2.4	30529	17377	47906
2.5	31346	17423	48769
<b>Level 3</b>			
3.1	32469	17485	49954
3.2	33344	17534	50878
3.3	34246	17474	51720
3.4	35172	17526	52698
<b>Level 4</b>			
4.1	36442	17596	54038
4.2	37437	17542	54979
4.3	38461	17599	56060

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
Level 5			
5.1	40433	17709	58142
5.2	41766	17783	59549
5.3	43151	17860	61011
5.4	44588	17940	62528
Level 6			
6.1	46899	18069	64968
6.2	48470	18156	66626
6.3	50096	18248	68344
6.4	51832	18344	70176
Level 7			
7.1	54494	18492	72986
7.2	56336	18595	74931
7.3	58340	18707	77047
Level 8			
8.1	61597	18888	80485
8.2	63930	19018	82948
8.3	66823	19179	86002
Level 9			
9.1	70436	19380	89816
9.2	72877	19516	92393
9.3	75661	19672	95333
Class 1	79871	19906	99777
Class 2	84081	20141	104222
Class 3	88289	20375	108664
Class 4	92499	20609	113108

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

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

**SCHEDULE E. – SALARIES – SPECIFIED CALLINGS**

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

Level	Salary Per Annum\$	Arbitrated Safety Net Adjustment\$	Total Salary Per Annum\$
Level 1			
1.1	28306	17254	45560
1.2	29748	17334	47082
1.3	31346	17423	48769
1.4	33344	17534	50878
1.5	36442	17596	54038
1.6	38461	17599	56060
Level 2			
2.1	40433	17709	58142
2.2	41766	17783	59549
2.3	43151	17860	61011
2.4	44588	17940	62528
Level 3			
3.1	46899	18069	64968
3.2	48470	18156	66626
3.3	50096	18248	68344
3.4	51832	18344	70176

Level	Salary Per Annum\$	Arbitrated Safety Net Adjustment\$	Total Salary Per Annum\$
Level 4			
4.1	54494	18492	72986
4.2	56336	18595	74931
4.3	58340	18707	77047
Level 5			
5.1	61597	18888	80485
5.2	63930	19018	82948
5.3	66823	19179	86002
Level 6			
6.1	70436	19380	89816
6.2	72877	19516	92393
6.3	75661	19672	95333
Level 7	79871	19906	99777
Level 8	84081	20141	104222
Level 9	88289	20375	108664
Level 10	92499	20609	113108

#### SPECIFIED CALLING CLASSIFICATION DESCRIPTOR TRANSLATION TABLE

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

Previous Level	New Level
Level 2/4.1	Level 1.1
Level 2/4.2	Level 1.2
Level 2/4.3	Level 1.3
Level 2/4.4	Level 1.4
Level 2/4.5	Level 1.5
Level 2/4.6	Level 1.6
Level 5.1	Level 2.1
Level 5.2	Level 2.2
Level 5.3	Level 2.3
Level 5.4	Level 2.4
Level 6.1	Level 3.1
Level 6.2	Level 3.2
Level 6.3	Level 3.3
Level 6.4	Level 3.4
Level 7.1	Level 4.1
Level 7.2	Level 4.2
Level 7.3	Level 4.3
Level 8.1	Level 5.1
Level 8.2	Level 5.2
Level 8.3	Level 5.3
Level 9.1	Level 6.1
Level 9.2	Level 6.2
Level 9.3	Level 6.3
Class 1	Level 7
Class 2	Level 8
Class 3	Level 9
Class 4	Level 10

2015 WAIRC 00625

**Government Officers (Social Trainers) Award 1988****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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) The annual salaries applicable to employees covered by this Award.

Level	Salary Per Annum\$	Arbitrated Safety Net Adjustments\$	Total Salary Per Annum\$
Level 1			
Under 17 years	11355	8685	20040
17 years	13270	10150	23420
18 years	15480	11840	27320
19 years	17918	13705	31623
20 years	20122	15391	35513
1.1	22104	16907	39011
1.2	22756	16944	39700
1.3	23407	16980	40387
1.4	24054	17127	41181
1.5	24705	17163	41868
1.6	25356	17199	42555
1.7	26105	17131	43236
1.8	26623	17161	43784
1.9	27389	17203	44592

Level	Salary Per Annum\$	Arbitrated Safety Net Adjustments\$	Total Salary Per Annum\$
Level 2			
2.1	28306	17254	45560
2.2	29009	17293	46302
2.3	29748	17334	47082
2.4	30529	17377	47906
2.5	31346	17423	48769
Level 3			
3.1	32469	17485	49954
3.2	33344	17534	50878
3.3	34246	17585	51831
3.4	35172	17526	52698
Level 4			
4.1	36442	17596	54038
4.2	37437	17542	54979
4.3	38461	17599	56060

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

$$\frac{\text{Current Junior Rate}}{\text{Current Level 1.1 Rate}} \times \text{New Level 1.1 Rate} = \text{New Junior Rate}$$

**2015 WAIRC 00627**

### **Hairdressers 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 \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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 rate of wage set out in paragraph (b) of this subclause reflects a total rate for ordinary hours of work Monday to Saturday inclusive. This total rate is comprised of a notional base rate plus a 10% all purpose loading in lieu of the penalties which applied prior to the first pay period on or after 1 March, 1993 for work performed in ordinary hours on the one night of late trading and on Saturday.
- (b) The minimum wage payable for ordinary hours to employees bound by this Award on and from the commencement of the first pay period on or after 1 July 2015 shall be as follows:

	Award Rate per week\$	Arbitrated Safety net Adjustment Plus 10%\$	Total\$
(i) Full time			
Principal	537.80	353.50	891.30
Senior	509.50	351.70	861.20

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.

The Arbitrated Safety Net Adjustments are increased by the 10% all purpose loading in lieu of penalties as specified in paragraph (a) above.

		Part time\$	
(ii) Principal		23.46	
Senior		22.66	
(iii) Principal		Casual	
Senior		28.15	
		27.19	

- (2) Apprentices: (Percentage of the appropriate Senior rate of wage per week)

(a) %

<b>FOUR YEAR TERM</b>	
First Six Months	35
Second Six Months	40
Second Year	50
Third Year	70
Fourth Year	85

(b) **THREE YEAR TERM** %

First Year	50
Second Year	70
Third Year	85

(c) **APPRENTICE (OFF THE JOB GRADUATE)**

An Apprentice (Off the Job Graduate) is an Apprentice, as defined in subclause (2) of Clause 5. - Definitions of this Award, who has successfully completed a training program, which has been accredited by the Training Accreditation Council and which meets all the off-the-job training requirements of an apprenticeship, at a registered training provider, prior to being indentured as an apprentice

First Year	50
Second Year	70
Third Year	85

(d) **Adult Apprentices**

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

- (3) Where a permanent employee is advised that he/she will be required to work until specified time, such employee shall be entitled to be paid until such specified time, notwithstanding that the employer may allow the employee to leave early.

(4) **Apprentice Assessment**

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

- (5) Ban on Sub-Contracting  
No employer shall rent any portion of the salon to an employee or employ any employee in the hairdressing trade on a commission only basis, or in any manner other than prescribed in this award.
- (6) An employer may direct an employee to carry out such duties as are within the limits of the employees' skill, competence and training

**2015 WAIRC 00628**

**Health Attendants Award, 1979**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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**

	Base Rate Per Week\$	Arbitrated Safety Net Adjustments\$	Minimum Weekly Rate\$
(1) Adult Employees:			
Instructor/ess Controller	363.30	356.60	719.90
Instructor/ess	350.70	355.90	706.60
Masseur/Masseuse	350.70	355.90	706.60
Health Attendant	337.10	355.10	692.20

- (2) Junior Workers (percentage of the "Instructor/ess" wage rate):
- |                       | %  |
|-----------------------|----|
| Under 16 years of age | 40 |
| 16 to 17 years of age | 50 |
| 17 to 18 years of age | 60 |
| 18 to 19 years of age | 70 |
| 19 to 20 years of age | 80 |
| 20 to 21 years of age | 90 |
- (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2015 WAIRC 00629

### Health Workers - Community and Child Health Services Award, 1980

#### 1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle

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

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

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

Classification	Arbitrated Base Rate Per Week \$	Safety Net Adjustments \$	Total Rate Per Week \$
<b>Level 1 Currently Practising Conditional Aboriginal Health Worker:</b>			
1st year of employment	398.30	358.60	756.90
2nd year of employment	409.80	359.20	769.00
3rd year of employment	423.40	362.10	785.50
<b>Level 2 Qualified Aboriginal Health Worker:</b>			
1st year of employment	437.06	362.94	800.00
2nd year of employment	447.42	363.48	810.90
3rd year of employment	457.77	364.03	821.80
4th year of employment	468.04	362.46	830.50
<b>Level 3 Senior Aboriginal Health Worker:</b>			
1st year of employment	483.50	363.30	846.80
2nd year of employment	512.90	365.00	877.90
3rd year of employment	542.70	366.60	909.30
4th year of employment	565.50	367.90	933.40
<b>Level 4 Manager of Aboriginal Health Work:</b>			
1st year of employment	603.84	370.06	973.90
2nd year of employment	632.59	369.51	1002.10
3rd year of employment	661.35	371.15	1032.50
4th year of employment	699.69	371.11	1070.80
<b>Level 5 State Co-ordinator Aboriginal Health Work:</b>			
1st year of employment	709.27	371.63	1080.90
2nd year of employment	738.03	373.37	1111.40
3rd year of employment	766.78	374.92	1141.70
4th year of employment	805.12	376.98	1182.10
<b>Level 1 Ethnic Health Worker:</b>			
1st year of employment	398.30	358.60	756.90
2nd year of employment	409.80	359.20	769.00
3rd year of employment	423.40	362.10	785.50
4th year of employment	436.11	362.79	798.90
<b>Level 2 Ethnic Health Worker:</b>			
1st year of employment and thereafter	455.27	363.83	819.10

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

\* Level 2 Aboriginal Health Worker and

Level 2 Ethnic Health Worker

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

2015 WAIRC 00630

**Horticultural (Nursery) Industry Award No. 30 of 1980 - The****5. - WAGES**

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

(1)	Adult Employees	
		Rate Per Week
		\$
	Trainee	679.90
	Horticultural Employee Grade 1	679.90
	Horticultural Employee Grade 2	683.80
	Horticultural Employee Grade 3	701.50
	Horticultural Tradesperson Grade 1	761.10
	Horticultural Tradesperson Grade 2	782.20
	Horticultural Tradesperson Advanced	803.30

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)	Junior Employees	
	Junior employees shall be entitled to the following percentage of the Horticultural Employee Grade 1 rate:	
		%
	Under 16 years of age	40
	16 years of age	50
	17 years of age	60
	18 years of age	70
	19 years of age	80
	20 years of age	90

(3)	Leading Hands	
	In addition to the appropriate rate prescribed in subclause (1) of this clause, a Leading Hand shall be paid:	
		\$
	(a) In charge of not less than three employees and not more than 10 other employees	21.50
	(b) In charge of more than 10 and not more than 20 other employees	33.10
	(c) In charge of more than 20 other employees	41.40

(4)	Full Time Apprentices	
	Full Time Apprentices shall be paid the following percentage of the Horticultural Tradesperson Grade 1 rate: (Rates for adult apprentices cannot be less than the rates set out in subclause (5) Minimum Adult Award Wage paragraph (i) of this Clause).	
	(a) Four Year Term	%
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
	(b) Three Year Term	%
	First year	55
	Second year	75
	Third year	88

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

- (b) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (ii) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (iii) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (iv) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

APPENDIX 1. – MAKE UP OF TOTAL WAGE

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

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

(1) Adult Employees	Base Rate\$	Arbitrated Safety Net Adjustments\$	Total Rate\$ on and from the commencement of the first pay period on or after 1 July 2015
Trainee			679.90
Horticultural Employee Grade 1			679.90
Horticultural Employee Grade 2	346.07	337.73	683.80
Horticultural Employee Grade 3	362.83	338.67	701.50
Horticultural Tradesperson Grade 1	417.20	343.90	761.10
Horticultural Tradesperson Grade 2	437.29	344.91	782.20
Horticultural Tradesperson Advanced	457.28	346.02	803.30

2015 WAIRC 00631

**Hospital Employees' (Perth Dental Hospital) Award 1971****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 \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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) Technicians:			
	Per Week\$	Arbitrated Safety Net Adjustments\$	Base Rate\$
(a) <b>Dental Technician</b>			
1st year of employment	486.40	363.50	849.90
2nd year of employment	500.90	364.30	865.20
3rd year of employment	516.00	365.10	881.10
4th year of employment and thereafter	531.70	366.10	897.80
(b) <b>Dental Technician Advanced Level One</b>			
1st year of employment	508.60	364.80	873.40
2nd year of employment	522.10	365.50	887.60
3rd year of employment	536.30	366.30	902.60
4th year of employment and thereafter	558.90	367.60	926.50

	Per Week\$	Arbitrated Safety Net Adjustments\$	Base Rate\$
<b>(c) Dental Technician Advanced Level Two</b>			
1st year of employment	531.70	366.10	897.80
2nd year of employment	548.00	366.90	914.90
3rd year of employment	565.70	367.90	933.60
4th year of employment and thereafter	583.40	368.90	952.30

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

(i) Four Year Term	%
1st year of employment	42
2nd year of employment	55
3rd year of employment	75
4th year of employment	88
(ii) Three and a Half Year Term	
1st six months	42
Next year	55
Next following year	75
Final year	88
(iii) Three Year Term	
1st year of employment	55
2nd year of employment	75
3rd year of employment and thereafter	88

For the purposes of this part, "Tradesperson's Rate" means the total wage prescribed in paragraph (1)(a) of this clause for the first year dental technician.

(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) Where an employee is designated to be Technician in Charge of one of the following dental laboratories,

Orthodontic Laboratory Clinic

North Perth Clinic

Liddell Clinic

Gustafsen Clinic

Sir Charles Gairdner Hospital Clinic

Bunbury Clinic

Albany Clinic

Warwick Dental Clinic

Rockingham Dental Clinic

Mount Henry Dental Clinic

that employee shall be paid at the rate of \$20.85 per week in addition to the ordinary rate of wage prescribed by this clause.

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

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

2015 WAIRC 00632

**Hospital Salaried Officers (Dental Therapists) Award, 1980**1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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. - SALARIES

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

	CURRENT	ASNA	NEW
1st six months of employment after qualification	23174	16966	40140
2nd six months of employment after qualification	24292	17139	41431
2nd year of employment after qualification	25006	17179	42185
3rd year of employment after qualification	25754	17221	42975
4th year of employment after qualification	26497	17152	43649
5th year of employment after qualification	27264	17194	44458
6th year of employment after qualification	28061	17239	45300
7th year of employment after qualification	28863	17284	46147

- (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.

**2015 WAIRC 00633**

**Hospital Salaried Officers (Nursing Homes) Award 1976**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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) The minimum rates of salaries to be paid to employees covered by this award shall be set out hereunder.

(2) **Minimum Salaries:**

<b>LEVEL</b>	<b>CURRENT</b>	<b>ASNA</b>	<b>NEW</b>
Level 1 1st year of service	21006	16846	37852
2nd year of service	21396	16867	38263
3rd year of service	21795	16889	38684
Level 2 1st year of service	22117	16907	39024
2nd year of service	22771	16944	39715
3rd year of service	23421	17090	40511
4th year of service	24069	17126	41195
Level 3	24720	17162	41882
	25371	17199	42570
	26120	17131	43251
Level 4	26638	17160	43798
	27403	17202	44605

LEVEL	CURRENT	ASNA	NEW
Level 5	28307	17253	45560
	29010	17292	46302
Level 6	29749	17333	47082
	30928	17399	48327
Level 7	31545	17433	48978
	32470	17484	49954
Level 8	33421	17538	50959
	34772	17502	52274
Level 9	35476	17541	53017
	36443	17595	54038
Level 10	37438	17541	54979
	38462	17598	56060
Level 11	40434	17708	58142
	41898	17790	59688
Level 12	43978	17905	61883
Level 13	45091	17967	63058
	46501	18046	64547
Level 14	47962	18127	66089
Level 15	50097	18247	68344
	51847	18344	70191
A1	54027	18465	72492
2	56202	18586	74788
3	58354	18706	77060
4	60530	18827	79357
5	64189	19032	83221
6	66839	19179	86018
7	69494	19327	88821
8	72493	19494	91987
9	75675	19671	95346

- (a) An employee, who is 21 years of age or older on appointment to a classification equivalent to Level 1, may be appointed to the minimum rate of pay based on years of service, not on age.
- (b) Annual increments shall be subject to the employee's satisfactory performance over the preceding twelve months.
- (c) Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission for determination.
- (d) Employees who are appointed to Level 1, Level 2, or Level 3, and are under 21 years of age, salaries shall be calculated using the following percentages of the first year of service rate for the Level the employee is appointed to:

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

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

(3) Salaries - Specified Callings and Other Professionals

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

LEVEL	CURRENT	ASNA	NEW
Level 5/10	28307	17253	45560
	29749	17333	47082
	31545	17433	48978
	33421	17538	50959
	36443	17595	54038
	38462	17598	56060
Level 11/12	40434	17708	58142
	41898	17790	59688
	43978	17905	61883
Level 13/14	45091	17967	63058
	46501	18046	64547
	47962	18127	66089

LEVEL	CURRENT	ASNA	NEW
Level 15	50097	18247	68344
	51847	18344	70191
A1	54027	18465	72492
2	56202	18586	74788
3	58354	18706	77060
4	60530	18827	79357
5	64189	19032	83221
6	66839	19179	86018
7	69494	19327	88821
8	72493	19494	91987
9	75675	19671	95346

- (a) Subject to subclause (c) of this clause, on appointment or promotion to the Level 5/10 under this clause:
- (i) Employees, who have completed an approved three academic year tertiary qualification, relevant to their calling, shall commence at the first year increment.
  - (ii) Employees, who have completed an approved four academic year tertiary qualification, relevant to their calling, shall commence at the second year increment.
  - (iii) Employees, who have completed an approved Masters or PhD Degree, relevant to their calling, shall commence on the third year increment.
- Provided that employees who attain a higher tertiary level qualification after appointment shall not be entitled to any advanced progression through the range.
- (b) The employer and union shall be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this clause and shall maintain a manual setting out such qualifications.
  - (c) The employer, in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 5/10 for a particular calling/s.
  - (d) Annual increments shall be subject to the employee's satisfactory performance over the preceding twelve months.
  - (e) Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission for determination.
- (4) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

#### 2015 WAIRC 00634

##### Hospital Salaried Officers (Private Hospitals) Award

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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 BMINIMUM SALARIES

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

## (2) Minimum Salaries:

<b>LEVEL</b>	<b>CURRENT</b>	<b>ASNA</b>	<b>NEW</b>
Level 1 1st year of service	21006	16846	37852
2nd year of service	21396	16867	38263
3rd year of service	21795	16889	38684
Level 2 1st year of service	22117	16907	39024
2nd year of service	22771	16944	39715
3rd year of service	23421	16980	40401
4th year of service	24069	17126	41195
Level 3	24720	17162	41882
	25371	17199	42570
	26120	17131	43251
Level 4	26638	17160	43798
	27403	17202	44605
Level 5	28307	17253	45560
	29010	17292	46302
Level 6	29749	17333	47082
	30928	17399	48327
Level 7	31545	17433	48978
	32470	17484	49954
Level 8	33421	17538	50959
	34772	17502	52274
Level 9	35476	17541	53017
	36443	17595	54038
Level 10	37438	17541	54979
	38462	17598	56060
Level 11	40434	17708	58142
	41898	17790	59688
Level 12	43978	17905	61883
Level 13	45091	17967	63058
	46501	18046	64547
Level 14	47962	18127	66089
Level 15	50097	18247	68344
	51847	18344	70191
A1	54027	18465	72492
2	56202	18586	74788
3	58354	18706	77060
4	60530	18827	79357
5	64189	19032	83221
6	66839	19179	86018
7	69494	19327	88821
8	72493	19494	91987
9	75675	19671	95346

- (a) An employee, who is 21 years of age or older on appointment to a classification equivalent to Level 1, may be appointed to the minimum rate of pay based on years of service, not on age.
- (b) Annual increments shall be subject to the employee's satisfactory performance over the preceding twelve months.
- (c) Any dispute in relation to the payment of an annual increment shall be referred to the Western Australian Industrial Relations Commission for determination.
- (d) Employees who are appointed to Level 1, Level 2, or Level 3, and are under 21 years of age, salaries shall be calculated using the following percentages of the first year of service rate for the Level the employee is appointed to:

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

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

(3) Salaries - Specified Callings and Other Professionals

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

LEVEL	CURRENT	ASNA	NEW
Level 5/10	28307	17253	45560
	29749	17333	47082
	31545	17433	48978
	33421	17538	50959
	36443	17595	54038
	38462	17598	56060
Level 11/12	40434	17708	58142
	41898	17790	59688
	43978	17905	61883
Level 13/14	45091	17967	63058
	46501	18046	64547
	47962	18127	66089
Level 15	50097	18247	68344
	51847	18344	70191
A1	54027	18465	72492
2	56202	18586	74788
3	58354	18706	77060
4	60530	18827	79357

LEVEL	CURRENT	ASNA	NEW
5	64189	19032	83221
6	66839	19179	86018
7	69494	19327	88821
8	72493	19494	91987
9	75675	19671	95346

- (b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 5/10 under this clause:
- (i) Employees, who have completed an approved three academic year tertiary qualification, relevant to their calling, will commence at the first year increment.
  - (ii) Employees, who have completed an approved four academic year tertiary qualification, relevant to their calling, will commence at the second year increment.
  - (iii) Employees, who have completed an approved Masters or PhD Degree, relevant to their calling, will commence on the third year increment.  
Provided that employees who attain a higher tertiary level qualification after appointment will not be entitled to any advanced progression through the range.
- (c) The employer and union will be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this clause and will maintain a manual setting out such qualifications.
- (d) The employer, in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 5/10 for a particular calling/s.
- (e) Annual increments will be subject to the employee's satisfactory performance over the preceding twelve months.
- (f) Any dispute in relation to the payment of an annual increment will be referred to the Western Australian Industrial Relations Commission for determination.
- (4) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**2015 WAIRC 00635**

**Hospital Workers (Cleaning Contractors - Private Hospitals) Award 1978**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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 the Base Rate plus the Arbitrated Safety Net Adjustment (ASNA) Payment expressed hereunder:

	Base Rate Adjustments	Arbitrated Safety Net Rate	Minimum Weekly
	\$	\$	\$
(a) Cleaner:			
1st year of employment	369.80	357.00	726.80
2nd year of employment	374.30	357.20	731.50
3rd year of employment and thereafter	378.30	357.40	735.70
(b) Window Cleaner:			
1st year of employment	378.30	357.40	735.70
2nd year of employment	382.60	357.70	740.30
3rd year of employment and thereafter	387.10	357.90	745.00

(c) Junior Hospital Workers:

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

	%
Under 17 years of age	50
Under 18 years of age	70
Under 19 years of age	80
At 19 years of age	100

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

(2) General Conditions:

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

	\$
(i) If placed in charge of not less than three and not more than 10 other workers	20.95
(ii) If placed in charge of more than 10 and not more than 20 other workers	31.50
(iii) If placed in charge of more than 20 other workers	42.05
- (b) Where the term "year of employment" is used in this clause it shall mean all service whether full time or part time and regardless of the class of work with that employer.  
Such service shall be calculated in periods of calendar years from the date of commencement of work with the employer and shall be by automatic progression subject to satisfactory service.
- (c) In determining the year of employment of a worker 19 years of age or over employment while under the age of 19 years shall not be counted in determining the year of employment at or over 19 years of age.
- (d) The hourly rate shall be calculated by dividing the weekly rate herein by 40.
- (e) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.
- (f) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

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

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

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

**2015 WAIRC 00636**

**Hospital Workers (Government) Award No. 21 of 1966**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.  
(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 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\$	ArbitratedSafety NetAdjustments\$	MinimumWeekly Rate\$
Hospital Worker Level One			
Carpark Attendant			
Cleaner			
Domestic			
Gardener (Other)			

	BaseRate\$	ArbitratedSafety NetAdjustments\$	MinimumWeekly Rate\$
Food Service Attendant			
Kitchen Attendant			
Laboratory Attendant (Grade 1)			
Laundry Worker			
Orderly/Cleaner (Perth Dental Hospital)			
Orderly (Other)			
1st year of employment	369.50	356.90	726.40
2nd year of employment	374.10	357.20	731.30
3rd year of employment and thereafter	378.00	357.40	735.40
Hospital Worker Level Two			
Animal House Attendant (Grade 1)			
Cafeteria Assistant (R.P.H.)			
Canteen Attendant (P.M.H.)			
Dental School Orderly			
Dry Cleaner			
First Laundry person (Country Hospitals - where more than one employed)			
Gardener (only one employed, PDH)			
Gardener and Propagator (Sunset)			
House Parent (Mt Henry, Bunbury, Albany)			
Hygiene Orderly (no driving - RPH)			
Machinist (other including any alterations)			
Orderly (handling patients)			
Senior Gardener (RPH)			
Steward (Sunset, Swanbourne/Graylands)			
Theatre Assistant (1st year R.P.H.)			
Ward Assistant (P.M.H.)			
Washing Machine Hands (including Hydros)			
1st year of employment	374.60	357.30	731.90
2nd year of employment	379.60	357.60	737.20
3rd year of employment and thereafter	383.80	357.80	741.60
Hospital Worker Level Three			
All Purpose Orderly			
Call Room Orderly (RPH, PMH. Fremantle and SCGH)			
CSSD Assistant (1st year)			
CSSD Orderly (RPH 1st year)			
Farm Assistant (Whitby Falls, Quo Vadis)			
Gardener and Propagator (M.H.S.)			
Gardener Herbicides (M.H.S.)			
Handyperson			
Hydrotherapy Attendant (1st year)			
Machinist (who cuts and fits)			
Menu Assistants			
Shaving Orderly (RPH, Fremantle)			
Theatre Assistant (Thereafter - RPH)			
Theatre Orderly (1st year RPH, SCGH, Osborne Park Hospital and Bicton Annexe)			

	BaseRate\$	ArbitratedSafety NetAdjustments\$	MinimumWeekly Rate\$
Theatre Orderly (Fremantle Hospital, Princess Margaret Hospital, King Edward Memorial Hospital and Perth Dental Hospital)			
Call Room Orderly (KEMH)			
Birth Suite & Theatre Orderly (KEMH)			
1st year of employment	383.40	357.70	741.10
2nd year of employment	388.00	358.00	746.00
3rd year of employment and thereafter	392.00	358.20	750.20
Hospital Worker Level Four			
Animal House Attendant (Grade 2)			
Cook (other)			
CSSD Assistant (Thereafter)			
CSSD Orderly (Thereafter - RPH)			
Dry Cleaner (Swanbourne, Graylands)			
Hydrotherapy Attendant (Thereafter)			
Hygiene Orderly (Driving - RPH)			
Laboratory Attendant (Grade 2)			
Theatre Orderly (Thereafter - RPH, SCGH, Osborne Park and Bicton Annexe)			
1st year of employment	388.90	358.10	747.00
2nd year of employment	393.40	358.40	751.80
3rd year of employment and thereafter	397.10	358.50	755.60
Hospital Worker Level Five			
Assistant Dining Room Supervisor (RPH)			
Cook (only one employed)			
Driver (less than 3 tonnes)			
Central Linen Room Supervisor (RPH)			
Deputy Head Orderly (other hospitals)			
Domestic Supervisor (Pyrton)			
Head Gardener (Sunset, Manjimup and Narrogin)			
Linen Services Supervisor (Fremantle and KEMH)			
Linen Room Supervisor (Heathcote and Lemnos)			
Linen Supervisor (Perth Dental Hospital)			
Programme Assistants Alcohol and Drug Authority			
Trainee Food Supervisor (RPH)			
Machinist Supervisor (Pyrton)			
Machinist Supervising Patients (Mental Health)			
Storeperson (Grade 1)			
1st year of employment	399.10	358.60	757.70
2nd year of employment	403.90	358.90	762.80
3rd year of employment and thereafter	408.30	359.20	767.50
Hospital Worker Level Six			
Bus Driver (less than 25 passengers)			
Driver (over 3 tonnes)			
Storeperson (Grade 2)			

	BaseRate\$	ArbitratedSafety NetAdjustments\$	MinimumWeekly Rate\$
Hairdresser			
1st year of employment	403.00	358.90	761.90
2nd year of employment	406.40	359.00	765.40
3rd year of employment and thereafter	409.80	359.20	769.00
Hospital Worker Level Seven			
Bus Driver (over 25 Passengers)			
Second Cook (other hospitals)			
Storeperson (Grade 3)			
Transport Officer (RPH)			
1st year of employment	411.90	359.40	771.30
2nd year of employment	416.80	361.70	778.50
3rd year of employment and thereafter	421.00	362.00	783.00
Hospital Worker Level Eight			
Assistant Supervisor Cleaning Services (Swanbourne/Graylands)			
Cafeteria Supervisor (PMH)			
Canteen Supervisor (PMH)			
Carpenter (Fremantle, Mental Health)			
Cleaning Services Supervisor (KEMH)			
Deputy Head Orderly (Major Metropolitan Hospitals)			
Head Gardener (Kalgoorlie, Bunbury and Geraldton)			
Head Orderly (Perth Dental Hospital)			
Horticulturist			
Laundry Supervisor (Geraldton)			
Laundry Supervisor (PMH)			
Pantry Supervisor (KEMH)			
Projectionist			
1st year of employment	427.70	362.30	790.00
2nd year of employment	434.10	362.70	796.80
3rd year of employment and thereafter	439.80	363.00	802.80
Hospital Worker Level Nine			
Assistant Housekeeper (Fremantle)			
Bootmaker			
Butcher, where appointed as such			
Cafeteria Supervisor (RPH)			
Cleaning Services Supervisor (Heathcote, Lemnos, Pyrton)			
Deputy Head Orderly (SCGH)			
Dining Room Supervisor (PMH, KEMH and RPH)			
First Butcher			
First Cook (other hospitals)			
Head Orderly (Mt Henry)			
Housekeeper (Country Hospitals - under 20 beds)			
Head Gardener (PMH, Fremantle, SCGH and KEMH)			
Rehabilitation Assistants (ADA)			
Second Cook (RPH, SCGH, Fremantle PMH, KEMH and Graylands)			

	BaseRate\$	ArbitratedSafety NetAdjustments\$	MinimumWeekly Rate\$
Senior Food Service Attendant (Hospitals with less than 100 beds)			
1st year of employment	445.10	363.30	808.40
2nd year of employment	451.10	363.70	814.80
3rd year of employment and thereafter	457.00	364.00	821.00
Hospital Worker Level Ten			
Assistant Housekeeper (SCGH)			
Cleaning Services Supervisor (Port Hedland)			
Head Orderly (KEMH)			
Housekeeper (Mt Henry and Pyrton)			
Housekeeper (Country Hospitals - 20 beds and over)			
Laundry Supervisor (Narrogin)			
Senior Food Service Attendant (Hospitals with 100 or more beds)			
Tradesperson Cook			
1st year of employment	454.80	363.80	818.60
2nd year of employment	459.10	364.10	823.20
3rd year of employment and thereafter	462.90	362.20	825.10
Hospital Worker Level Eleven			
Chef (other hospitals)			
Head Orderly (PMH, Fremantle, Sunset and RPRH)			
Housekeeper (Olive Jones Nurses' Home)			
Housekeeper (Fremantle Hospital)			
Linen Room and Despatch Supervisor (Swanbourne/Graylands)			
Linen Services Supervisor (PMH)			
Linen Supervisor (SCGH)			
1st year of employment	475.30	362.80	838.10
2nd year of employment	481.50	363.20	844.70
3rd year of employment and thereafter	487.70	363.60	851.30
Hospital Worker Level Twelve			
Chef (RPH and MHS)			
1st year of employment	491.90	363.80	855.70
2nd year of employment	498.20	364.10	862.30
3rd year of employment and thereafter	504.60	364.50	869.10
Hospital Worker Level Thirteen			
Head Orderly (SCGH)			
Orderly and Transport Services Co- ordinator			
1st year of employment	516.80	363.10	879.90
2nd year of employment	523.30	365.60	888.90
3rd year of employment and thereafter	530.20	365.90	896.10

## (2) Junior Hospital Employees:

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

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

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

- (3) Telephonists and receptionists (Graylands). The rates payable from time to time to telephonists in the public service shall apply.
- (4) General Conditions:
- (a) Casual employees shall be paid at the rate of 20 percent in addition to the rates herein prescribed.
  - (b) Except where this clause specifies classifications which require the employee to be in charge of other employees, any employee who is placed in charge of:
    - (i) not less than three and not more than ten other employees shall be paid \$26.20 per week in addition to the ordinary wage prescribed by this clause;
    - (ii) more than 10 and not more than twenty other employees shall be paid \$39.00 per week in addition to the ordinary wage prescribed by this clause;
    - (iii) more than 20 other employees shall be paid \$52.00 per week in addition to the ordinary wage prescribed by this clause.
  - (c) In this clause the term 'year of employment' shall mean year of service with the employing hospital.
  - (d) The rates herein prescribed shall be increased by the amount of any percentage increase in wages awarded by the Western Australian Industrial Relations Commission to employees covered by this award.  
Where any increase in wages is not a percentage increase, the rates of wage shown in this award as relating to afternoon and night shift, permanent shift or weekend work or public holidays shall be adjusted to reflect the relationship which the additional payment bears to the amount of \$457.65 as at the 1 January, 1990.
- (5) An employee who regularly performs shift or weekend work shall be paid for Accrued Days Off, including shift or weekend penalties, when those days are taken as leave and at the rate which applied when they were accumulated.
- (6) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**2015 WAIRC 00637**

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

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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 the Base Rate plus the Arbitrated Safety Net Adjustment (ASNA) Payment expressed hereunder:

	BaseRate\$	ArbitratedSafety NetAdjustments\$	MinimumWeeklyRate \$
<b>HOSPITAL WORKER LEVEL 1:</b>			
Comprehends the following classes of work:			
Cleaner			
Domestic			
Gardener (other)			
Ironer and Presser			
Kitchen Assistant			
Laundry Assistant			
Orderly (other)			
Pantry Assistant			
Hotel Services Assistant			
Yard Assistant			
Ward Assistant			
1st year of employment	369.80	357.00	726.80
2nd year of employment	374.30	357.20	731.50
3rd year of employment and thereafter	378.30	357.40	735.70
<b>HOSPITAL WORKER LEVEL 2:</b>			
Comprehends the following classes of work:			
Gardener (only one employed)			
Orderly (handling patients)			
First Laundry Worker (where more than 1 employed)			
Washing Machine Attendant			
1st year of employment	374.90	357.30	732.20
2nd year of employment	379.80	357.60	737.40
3rd year of employment and thereafter	384.10	357.80	741.90
<b>HOSPITAL WORKER LEVEL 3:</b>			
Comprehends the following classes of work:			
Menu Assistants			
Gardener (Herbicide and Propagator)			
1st year of employment	383.80	357.80	741.60
2nd year of employment	388.20	358.00	746.20
3rd year of employment and thereafter	392.30	358.20	750.50

	BaseRate\$	ArbitratedSafety NetAdjustments\$	MinimumWeeklyRate \$
<b>HOSPITAL WORKER LEVEL 4:</b>			
Comprehends the following classes of work:			
Cooks			
1st year of employment	398.80	358.60	757.40
2nd year of employment	402.50	358.90	761.40
3rd year of employment and thereafter	406.20	359.00	765.20
Provided that employees who possess recognised qualification in the trade of cooking shall be paid not less than the following:			
1st year of employment	454.80	363.80	818.60
2nd year of employment	459.10	364.10	823.20
3rd year of employment and thereafter	462.90	362.20	825.10

**JUNIOR HOSPITAL EMPLOYEES:**

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

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

(2) **GENERAL CONDITIONS:**

- (a) Where the term "year of employment" is used in this clause, it shall mean all service, irrespective of classification, with that employer.
- (b) In determining the year of employment of an employee 19 years of age or over, employment while under the age of 19 years shall not be counted in determining the year of employment at or over 19 years of age.
- (c) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.
- (d) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

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

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

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

**2015 WAIRC 00638**

**Hotel and Tavern Workers' Award**

21. – WAGES

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

Level	Classification	\$ per Fortnight
	Introductory	1359.90
Level 1	Food & Beverage Attendant Grade 1 Kitchen Attendant Grade 1 Guest Services Grade 1 Gardener General Hand Yardman	1395.10

Level	Classification	\$ per Fortnight
Level 2	Food & Beverage Attendant Grade 2 Cook Grade 1 Kitchen Attendant Grade 2 Night Porter Storeperson Grade 1 Doorpersion/Security Officer Grade 1 Guest Services Grade 2	1448.10
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	1486.80
Level 4	Cook Grade 3 Storeperson Grade 3 Food & Beverage Attendant Grade 4 (Tradesperson) Guest Service Grade 4	1557.90
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	1646.00
Level 6	Cook Grade 5	1685.90

## (2) Arbitrated Safety Net Adjustments

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

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

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

## (3) Service Pay

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

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

21A. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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.

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**2015 WAIRC 00640**

**Independent Schools Administrative and Technical Officers Award 1993**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
  - (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
  - (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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. - SALARIES

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

Level	Step	Total Salary \$ per Annum
LEVEL 1	Step 1	37078
	2	37341
	3	37605
	4	37869
	5	38133
	6	38397
LEVEL 2	Step 1	39189
	2	39717
	3	40245
	4	40883
	5	41411
	6	41939
LEVEL 3	Step 1	42994
	2	43518
	3	44151
	4	44785
	5	45418
	6	45942
LEVEL 4	Step 1	44469
	2	45524
	3	46580
	4	47636
	5	48691
	6	49747

- (b) On appointment an officer shall be placed at the appropriate salary level according to full-time experience and the classifications as prescribed in Clause 14. - Classifications.
- (c) On application by the officer and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the officer into an approved superannuation fund nominated in accordance with the provisions of Clause 25. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with the Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.
- (d) An officer appointed to a salary rate shall proceed by annual increments to the maximum of that classification level.
- (e) If during progression through the salary steps, and within an appropriate time frame prior to the officer's next annual increment, the employer considers such increment to be inappropriate due to work performance and as such does not recommend or authorise further progression, then the employer shall state the reasons in writing to the officer concerned.  
Such reasons should indicate the areas where the employer considers improvement is required.  
If the improvement required is achieved, then the officer shall then proceed to his/her appropriate salary level.
- (f) An officer shall only progress from one level to another in accordance with the provisions as prescribed in Clause 14. - Classifications.
- (g) The years of experience are indicated by the equivalent number of steps from the entry level.
- (h) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in subclause (1) of this clause, shall be divided by 52.16 or 26.08 respectively.

- (i) Where the conditions of employment of any officer are subject to the provisions of subclause (3) of Clause 6. - Contract of Service of this Award, then by agreement between the officer and the employer salary may be averaged over the period of a full year.
- (2) Junior Classification
- An officer under the age of 20 years shall receive the following percentages of the rate appropriate to Level 1.
- |                       |     |
|-----------------------|-----|
| Under 17 years of age | 60% |
| 17 years of age       | 70% |
| 18 years of age       | 80% |
| 19 years of age       | 90% |
- (3) A relief officer shall be paid a loading of twenty-five per cent in addition to the salaries prescribed in subclause (1) of this clause.

SCHEDULE A. – SALARIES (ASNA)

The following schedule provides a history of Clause 15. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 July 2015.

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

Level	Step	Minimum Salary \$ per Annum	ASNA	Total Salary \$ per Annum
LEVEL 1	Step 1	18,500	18578	37078
	2	18,750	18591	37341
	3	19,000	18605	37605
	4	19,250	18619	37869
	5	19,500	18633	38133
	6	19,750	18647	38397
LEVEL 2	Step 1	20,500	18689	39189
	2	21,000	18717	39717
	3	21,500	18745	40245
	4	22,000	18883	40883
	5	22,500	18911	41411
	6	23,000	18939	41939
LEVEL 3	Step 1	24,000	18994	42994
	2	24,600	18918	43518
	3	25,200	18951	44151
	4	25,800	18985	44785
	5	26,400	19018	45418
	6	27,000	18942	45942
LEVEL 4	Step 1	25,500	18969	44469
	2	26,500	19024	45524
	3	27,500	19080	46580
	4	28,500	19136	47636
	5	29,500	19191	48691
	6	30,500	19247	49747

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

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

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

**2015 WAIRC 00639**

**Independent Schools (Boarding House) Supervisory Staff Award**

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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. - SALARIES

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

	Total Salary \$ per Annum
1st year of experience	37295
2 <sup>nd</sup> year of experience	38107
3 <sup>rd</sup> year of experience	39189
4 <sup>th</sup> year of experience	40270
5 <sup>th</sup> year of experience	41464
6 <sup>th</sup> year of experience	42546
  - Senior Supervisor**

	Total Salary \$ per Annum
1st year of experience	44059
Thereafter	45683
  - Relief Supervisor**
    - A relief supervisor shall be paid per rostered shift at a rate calculated at step 6 of paragraph (a) of this subclause, divided by 200.
    - A relief houseparent shall be paid per rostered shift at a rate calculated at step 5 of paragraph (a) of this subclause, divided by 200.
  - Houseparent:**  
Notwithstanding the provision of paragraph (a) of this subclause, the maximum salary level for this classification shall be that determined as the fifth year of experience.
  - The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

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

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

SCHEDULE A – SALARIES (ASNA)

- (1) The minimum annual rate of salary payable to supervisors engaged in the undermentioned classifications shall be:  
The following schedule provides a history of Clause 11. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 July 2015.

(a) Supervisor:

	Minimum Salary \$ per Annum	ASNA	Total Salary \$ per Annum
1st year of experience	18706	18589	37295
2nd year of experience	19475	18632	38107
3rd year of experience	20500	18689	39189
4th year of experience	21525	18745	40270
5th year of experience	22550	18914	41464
6th year of experience	23575	18971	42546

(b) Senior Supervisor:

	Minimum Salary \$ per Annum	ASNA	Total Salary \$ per Annum
1st year of experience	25113	18946	44059
Thereafter	26650	19033	45683

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

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

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

**2015 WAIRC 00641**

**Independent Schools Psychologists and Social Workers Award**

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
  - (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

#### 16. – SALARIES

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

SALARY LEVEL	ANNUAL SALARY\$
Step 1	48527
Step 2	50279
Step 3	52109
Step 4	54533
Step 5	58292
Step 6	60743
Step 7	62982
Step 8	65321

- (b) On appointment, a psychologist or social worker shall be placed at the appropriate salary level according to the provisions of subclause (2) of this clause. Recognition of qualifications and experience other than that outlined in this Award shall be determined by agreement between the employer and the psychologist or social worker. In the event that the parties cannot agree on the level of qualifications and/or experience that should apply then the matter may be referred to the Western Australian Industrial Relations Commission.
  - (c) On application by the psychologist or social worker and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the psychologist or social worker into an Approved Superannuation fund nominated in accordance with the provisions of Clause 23. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with the Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.
  - (d) A copy of any agreement reached in accordance with paragraph (c) of this subclause shall be attached to the salary record of the psychologist or social worker concerned.
  - (e) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in this subclause, shall be divided by 52.16 or 26.08 respectively.
- (2) Psychologists and Social Workers appointed to the under mentioned classifications shall be paid in accordance with the following:
- (a) A social worker as defined shall commence at Step 1 and proceed by annual increments to and including Step 6.
  - (b) A provisional psychologist shall commence at Step 1 and proceed by annual increments to and including Step 2.
  - (c) A psychologist who attains full registration status with the Psychologists Board of Western Australia shall commence at Step 4 and proceed by annual increments to and including Step 8.
  - (d) The years of experience is indicated by the number of steps from the commencement level of each classification.
- (3) Part-time psychologists or social workers shall be paid in accordance to the following formula:
- |              |   |                  |
|--------------|---|------------------|
| Hours worked | x | Full time weekly |
| 37.5         |   | rate of pay      |
- (4) (a) A relief social worker shall be paid according to the following formula:
- (i) Half day = 0.1 x Weekly rate for Step 5
  - (ii) Full day = 0.2 x Weekly rate for Step 5

- (b) A relief psychologist shall be paid according to the following formula:
- (i) Half day = 0.1 x Weekly rate for Step 6
- (ii) Full day = 0.2 x Weekly rate for Step 6

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

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

#### SCHEDULE A – SALARIES (ASNA)

The following schedule provides a history of Clause 16. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 July 2015.

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

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

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

SALARY LEVEL	ANNUAL SALARY \$	ASNA	TOTAL
	Column A	Column B	
Step 1	32265	33048	48527
Step 2	33924	34707	50279
Step 3	35762	36545	52109
Step 4	38058	38841	54533
Step 5	41619	42402	58292
Step 6	43941	44724	60743
Step 7	46062	46845	62982
Step 8	48277	49060	65321

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

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

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

**2015 WAIRC 00642**

### **Independent Schools' Teachers' Award 1976**

#### 1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
- (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

14. – SALARIES

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

Total Salary  
Per Annum  
\$

Step 1	40814
Step 2	42221
Step 3	43518
Step 4	45141
Step 5	46657
Step 6	47955
Step 7	49254
Step 8	50876
Step 9	52551
Step 10	54012
Step 11	55200
Step 12	56825
Step 13	58447

- (b) On appointment, a teacher shall be placed at the appropriate salary level according to qualifications and full-time teaching experience in Australia. Recognition of qualifications and experience other than that outlined in this clause shall be determined by agreement between the employer and the teacher. In the event that the parties cannot agree on the level of qualifications and/or experience that should apply then the matter may be referred to the Independent Schools Industrial Affairs Consultative Committee.
  - (c) On application by the teacher and by agreement with the employer, salary may be deemed to include an amount which is paid on behalf of the teacher into an Approved Superannuation fund nominated in accordance with the provision of Clause 22. - Superannuation of the Award, and not being an employer contribution to superannuation paid in accordance with Superannuation Guarantee (Administration) Act 1992, Federal legislation or an employer's contributory superannuation fund.
  - (d) A copy of any agreement reached in accordance with paragraph (c) of this subclause shall be attached to the salary record of the teacher concerned.
  - (e) For the purposes of determining weekly or fortnightly salary, the annual salaries as prescribed in this subclause, shall be divided by 52.16 or 26.08 respectively.
- (2) In determining the appropriate minimum salary level the following will apply:
- (a) Teachers not elsewhere provided for shall commence at Step 1 and proceed by annual increments to and including Step 9.
  - (b) Two-year or three-year trained teacher holding a Teacher's Certificate or a teacher holding a University Degree (other than Bachelor of Education) but not a Teacher's Certificate shall commence at Step 3 and proceed by annual increments to and including Step 9.
  - (c) Teacher holding:
    - University Degree and Diploma of Education; or
    - University Degree and Teacher's Certificate; or
    - Bachelor of Education Degree;
 shall commence at Step 5 and proceed by annual increments to and including Step 13.

- (d) Teacher holding the qualifications as outlined in paragraph (c) of this subclause plus a second or higher degree as outlined in paragraph (h) of this clause shall commence at Step 6 and proceed by annual increments to and including Step 13.
- (e) The term Degree or Diploma will be deemed to include equivalent qualifications. In the event of a dispute the matter may be referred to the Independent Schools Industrial Affairs Consultative Committee.
- (f) A teacher who obtains an additional qualification which is recognised as the equivalent to an additional year of training, shall be credited with the extra year for salary purposes.
- (g) The qualifications referred to in paragraph (f) above, shall be determined by agreement through the Independent Schools Industrial Affairs Consultative Committee and shall be reviewed each year and shall be listed to apply from the beginning of each calendar year.
- (h) A teacher who obtains a second, or higher degree shall be credited with one extra year's experience for salary purposes. For the purpose of this subclause, a second or higher degree shall mean to include a graduate diploma or a degree at honours level.
  - (i) The years of experience is indicated by the equivalent number of steps from the entry level.

(3) SENIOR TEACHER:

- (a) Subject to the provisions for implementing the classification set out in the Appendix to this Award, an appointee to a Senior Teacher classification shall be entitled to the following annual allowance:  
 Level One - 3.2% of the maximum total salary per annum as prescribed in subclause (1) of this clause.  
 Level Two - 6.9% of the maximum total salary per annum as prescribed in subclause (1) of this clause.
- (b) A teacher in a promotional position who achieves a Senior Teacher Level 1 classification shall be entitled to the minimum allowance applicable to the promotion position or the Senior Teacher Level 1 classification whichever is the greater.

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

- (5) (a) Relief teachers employed for five (5) consecutive working days or more shall be paid for the period at the rate of salary appropriate to their qualifications and experience on a weekly basis of annual salary divided by forty (40) or a daily basis of annual salary divided by two hundred (200).
- (b) A relief teacher employed for less than five (5) consecutive working days shall be paid according to the following formula:

(i) Less than four year trained

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

(ii) Four year trained

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

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

(6) SECONDARY SCHOOLS

- (a) A teacher appointed to a promotional position in a secondary school shall be placed within one of the following promotion levels in accordance with the duties as prescribed.
  - Promotional Level 1  
 The management of a major department, for example, secondary English, or an equivalent responsibility, for example, in the pastoral care of students.
  - Promotional Levels 2, 3 and 4  
 The levels assigned will recognise the gradation of responsibilities which apply within a school among various promotional positions.  
 For example, for promotional Level 2: the management of a small department or an equivalent level of responsibility.  
 For example, for promotional Level 3: second in charge of a major department, or an equivalent level of responsibility.  
 For example, for promotional Level 4: co-ordinator of a subject, i.e., subject teachers with minimal supervision of other staff, or an equivalent level of responsibility.
- (b) All allowances relating to promotional positions are minima.
- (c) The scale of promotional allowances paid shall be based on the promotional level as determined in paragraph (a) of this subclause and the school category as defined in paragraph (d) of this subclause.
- (d) The category of the school shall be determined as follows:
  - (i) Category A: School above 600 full-time equivalent students.

- (ii) Category B: School between 300 and 600 full-time equivalent students.
- (iii) Category C: School below 300 full-time equivalent students.
- (e) The minimum allowance payable for a promotional position shall be as follows:
  - (i) Promotional Level 1 Category A: 12.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.
  - (ii) Promotional Level 1 Category B: 10.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.
  - (iii) Promotional Level 1 Category C: 8.5 per cent of the maximum salary level as prescribed in subclause (1) of Clause 14. - Salaries.
  - (iv) Promotional Levels 2, 3 and 4 shall be paid 70 per cent, 50 per cent and 30 per cent respectively of Promotion Level 1 of the appropriate school category.
- (7) **PRIMARY SCHOOLS**
  - (a) Allowances for promotional positions in primary schools, where appointed under this Award, shall be at the Assistant Principal (Administration), Assistant Principal (Religious Education) level or similar designation relevant to the school.
  - (b) Where a primary school has in excess of 700 full-time equivalent students, an additional promotional position may be appointed at the discretion of the employer.
  - (c) The allowance payable to Assistant Principals shall be as follows:
    - (i) Schools with 300 to 700 full-time equivalent students - \$6000.00 per annum.
    - (ii) Schools with 100 to 300 full-time equivalent students - \$3000.00 per annum.
- (8) Notwithstanding the provision of subclauses (7) and (8) of this clause, where an agreement is reached between the employer and the teacher on any allowance or benefit for promotional positions, expressed in terms other than those prescribed under this clause, then, subject to notification to the Union of such agreement, such conditions shall apply for the purposes of this Award.

SCHEDULE A. – SALARIES (ASNA)

The following schedule provides a history of Clause 14. – Salaries of the Award including all Arbitrated Safety Net Adjustments (ASNA) as at 1 July 2015.

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

	Minimum Salary\$ per Annum	ASNA	Total Salary\$ per Annum
Step 1	21935	18879	40814
Step 2	23268	18953	42221
Step 3	24600	18918	43518
Step 4	26138	19003	45141
Step 5	27573	19084	46657
Step 6	28803	19152	47955
Step 7	30033	19221	49254
Step 8	31570	19306	50876
Step 9	33261	19290	52551
Step 10	34645	19367	54012
Step 11	35875	19325	55200
Step 12	37413	19412	56825
Step 13	38950	19497	58447

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

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

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

**2015 WAIRC 00643**

**Industrial Spraypainting and Sandblasting Award**

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

#### 8. - RATES OF PAY

- (1) The weekly rate of pay is as follows:  
Painter, Spraypainter, Shotblaster, Sandblaster or employee performing two or more of those functions:  
\$  
Weekly Rate 822.70
- (2) **Location Allowance**  
Where applicable location allowances in accordance with Clause 19 will be paid.
- (3) **Underground Allowance**
- Subject to paragraph (b) hereof, an employee required to work underground shall be paid an allowance of \$10.17 per week in addition to the allowance prescribed in subclause (2) of this clause and any other amount prescribed for such employee elsewhere in this award.
    - Where a shaft is to be sunk to a depth greater than six metres the payment of the allowance shall commence from the surface.
  - Where an employee is required to work underground for no more than four days or shifts in any ordinary week he/she shall be paid an underground allowance in accordance with the provisions of paragraph (n) of subclause (1) of Clause 9. - Special Rates and Provisions in lieu of the allowance prescribed in paragraph (a) hereof.
- (4) **Leading Hands**
- A person specifically appointed to be a leading hand shall be paid at the rate of the undermentioned additional amounts above the rate of the highest classification supervised, or his/her own rate, whichever is the highest, in accordance with the number of persons in his/her charge:-

	Weekly Base	Rate Per Hour
	Only \$	\$
(i) In charge of not more than one person	13.10	0.36
(ii) In charge of two and not more than five persons	29.20	0.80
(iii) In charge of six and not more than ten persons	37.30	1.01
(iv) In charge of more than ten persons	49.50	1.34
  - The hourly rate prescribed in paragraph (a) hereof is calculated to the nearest cent (less than half a cent to be disregarded) by multiplying the weekly base amount by 52 and dividing the result by 50.4 and by dividing the amount by 38.

## (5) Casual Hands

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

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**2015 WAIRC 00645**

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

2.4. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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.

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**2015 WAIRC 00644**

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

5. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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.

**2015 WAIRC 00646**

**Juvenile Custodial Officers' Award**

**4.1. - MINIMUM ADULT AWARD WAGE**

- 4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 4.1.2 The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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 FOR JUVENILE CUSTODIAL OFFICERS, UNIT MANAGERS AND SENIOR OFFICERS

(1) Annual salaries applicable to employees covered by this Award:				
Level 2		Salary Per Annum\$	Arbitrated Safety Net	Total Salary Per
Juvenile	Custodial		Adjustments	Annum
Officers			\$	\$
1 <sup>st</sup> Year		28306	17254	45560
2 <sup>nd</sup> Year		29009	17293	46302
3 <sup>rd</sup> Year		29748	17334	47082
4 <sup>th</sup> Year		30529	17377	47906
5 <sup>th</sup> Year		31346	17423	48769
Level 3				
Unit Managers				
1 <sup>st</sup> Year		32469	17485	49954
2 <sup>nd</sup> Year		33344	17534	50878
3 <sup>rd</sup> Year		34246	17585	51831
4 <sup>th</sup> Year		35172	17526	52698
Level 4				
Senior Officers				
1 <sup>st</sup> Year		36442	17596	54038
2 <sup>nd</sup> Year		37437	17542	54979
3 <sup>rd</sup> Year		38461	17599	56060

2015 WAIRC 00647

#### Landscape Gardening Industry Award

##### 25. - WAGES

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

	TOTAL RATE PER WEEK \$
(1) Adult Employees:	
(a) Landscape Tradesperson	730.50
(b) Landscape Employee Grade 1	679.90

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) Full Time Apprentices

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

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

- |     |                 |    |
|-----|-----------------|----|
| (b) | Three Year Term | %  |
|     | First year      | 55 |
|     | Second year     | 75 |
|     | Third year      | 88 |
- (3) Junior Employees:  
Wage per week expressed as a percentage of the "Landscape Employee Grade 1" rate:
- |                       |    |
|-----------------------|----|
|                       | %  |
| Under 16 years of age | 40 |
| 16 years of age       | 50 |
| 17 years of age       | 60 |
| 18 years of age       | 70 |
| 19 years of age       | 80 |
| 20 years of age       | 90 |
- (4) Leading Hands: in addition to the appropriate rate prescribed in subclause (1) of this clause a leading hand shall be paid -
- |                                                                                      |       |
|--------------------------------------------------------------------------------------|-------|
|                                                                                      | \$    |
| (a) If placed in charge of not less than three and not more than ten other employees | 25.47 |
| (b) If placed in charge of more than ten and not more than twenty other employees    | 39.08 |
| (c) If placed in charge of more than twenty other employees                          | 50.27 |
- (5) A casual employee shall be paid 20 per cent in addition to the rate prescribed in this clause for the work performed.
- (6) Minimum Adult Award Wage
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (b) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.          |
| (ii)  | The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.                                                    |
| (iii) | Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship. |
| (iv)  | Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.                                                                        |

APPENDIX 1 – MAKE UP OF TOTAL WAGE

This appendix shows how the total wages paid to employees under this award are made up. It details both base wage rates and safety net adjustments as well as the total rate before adjustment for the 2015 Adult Minimum Award Wage and the total rate after adjustment which is published above in Clause 25. – Wages.

(1) Adult Employees:	Base Rate Per Week\$	Arbitrated Safety Net Adjustments\$	Total Rate Before Adjustment\$	Total Rate After Adjustment for 2015 Adult Minimum Award Wage\$
(a) Landscape Tradesperson	373.30	357.20	730.50	730.50
(b) Landscape Employee Grade 1	302.00	353.20	655.20	679.90

**2015 WAIRC 00648****Laundry Workers' Award, 1981**1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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 weekly rate of wage payable to an employee covered by this award shall include the base rate plus the Arbitrated Safety Net Adjustment expressed hereunder:
  - (a) Adult Employees

	Minimum Rate
	\$
Laundry Employee - Grade 1	688.80
Laundry Employee - Grade 2	710.80
Laundry Employee - Grade 3	737.30
Laundry Employee - Grade 4	754.80

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

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

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

(2) Junior Employees:

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

	%
Under 16 years of age	55
16 to 17 years of age	65
17 to 18 years of age	75
18 to 19 years of age	85
19 to 20 years of age	90
20 to 21 years of age	Adult Rates

**2015 WAIRC 00649**

**Licensed Establishments (Retail and Wholesale) Award 1979**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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 minimum rates of wages payable to workers under this award shall be as follows -

PART I - RETAIL ESTABLISHMENTS

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

Operative on and from the commencement of the first pay period on or after 1 July 2015 for both parts I and II of this clause

	\$	ASNA	TOTAL
(a) Shop Assistant, Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson Packer, Despatch Hand, Reserve Stock Hand	409.00	333.90	742.90
(b) Window Dresser	415.90	334.20	750.10
(c) Shop Assistant, Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson Packer, Despatch Hand, who is required by the employer to be in charge of a shop or other employees -			
(i) If placed in charge of a shop with no other employees or, if placed in charge of less than three other employees	419.40	334.40	753.80
(ii) If placed in charge of three or more other employees, but less than ten other employees	429.00	334.90	763.90
(iii) If placed in charge of ten or more other employees	445.50	338.00	783.50
(d) Window Dresser who is required by the employer to be in charge of a shop or other employees -			
(i) If placed in charge of a shop with no other employees or, if placed in charge of less than three other employees	426.00	334.70	760.70
(ii) If placed in charge of three or more other employees, but less than ten other employees	434.90	335.20	770.10
(iii) If placed in charge of ten or more other employees	452.20	338.40	790.60
(e) Storeperson Operator Grade I	420.20	334.40	754.60
(f) Storeperson Operator Grade I who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	430.00	335.00	765.00
(ii) If placed in charge of three or more other employees but less than ten other employees	439.40	337.70	777.10
(iii) If placed in charge of ten or more other employees	455.90	338.50	794.40
(g) Storeperson Operator Grade II	425.00	334.70	759.70
(h) Storeperson Operator Grade II who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	435.50	335.40	770.90
(ii) If placed in charge of three or more other employees but less than ten other employees	444.20	337.90	782.10
(iii) If placed in charge of ten or more other employees	461.70	338.90	800.60

PART II - WHOLESALE AND OTHER ESTABLISHMENTS

(1) ADULTS (Classification and Wage per week):	\$	ASNA	TOTAL
(a) Head Cellarperson	446.90	338.00	784.90
(b) Storeperson, Packer, Despatch Hand, Reserve Stock Hand	409.00	333.90	742.90
(c) Storeperson, Packer, Despatch Hand, Reserve Stock Hand, who is required by the employer to be in charge of a store or other employees -			
(i) If placed in charge of a store with no other employees, or if placed in charge of less than three other employees	419.40	334.40	753.80
(ii) If placed in charge of three or more other employees, but less than ten other employees	428.00	334.90	762.90
(iii) If placed in charge of ten or more other employees	446.50	338.00	784.50
(d) Filling Process Employee (as defined)	392.70	332.90	725.60
(e) Storeperson Operator Grade I	420.20	334.40	754.60
(f) Storeperson Operator Grade I who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	430.60	335.00	765.60
(ii) If placed in charge of three or more other employees but less than ten other employees	439.40	337.70	777.10
(iii) If placed in charge of ten or more other employees	456.90	338.70	795.60
(g) Storeperson Operator Grade II	425.00	334.70	759.70
(h) Storeperson Operator Grade II who is required by the employer to be in charge of a shop, store or warehouse or other employees -			
(i) If placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees	435.50	335.40	770.90
(ii) If placed in charge of three or more other employees but less than ten other employees	443.20	337.90	781.10
(iii) If placed in charge of ten or more other employees	461.70	338.90	800.60

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.

PART III - JUNIOR WORKERS

(1) The minimum rates of wages payable to all junior workers covered by this award shall be as follows:	
Junior workers (per cent of the wage prescribed herein for Storeman. Packer, Despatch Hand, Reserve Stock hand)	%
17 to 18 years of age	60
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

PART IV - ADDITIONAL PAYMENTS

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

- (1) (a) An employee required to operate a ride-on power operated tow motor a ride-on power operated pallet truck or a walk beside power operated high lift stacker in the performance of his/her duties shall be paid an additional 61 cents per hour whilst so engaged.
- (b) An employee required to operate a ride-on fork lift, high lift stacker or high lift stock picker or a power operated overhead traversing hoist in the performance of his/her duties shall be paid an additional 83 cents per hour whilst so engaged.
- (c) The allowances prescribed by this subclause shall not be payable to an employee engaged, and paid, as a "Storeman Operator Grade I" or a "Storeman Operator Grade II".
- (2) (a) A worker shall receive an additional payment for every hour of which he spends 20 minutes or more in a cold chamber in accordance with the following: In a cold chamber in which the temperature is:
  - (i) Below 0 degrees Celsius to -20 degrees Celsius - 90 cents per hour.
  - (ii) Below -20 degrees Celsius to -25 degrees Celsius - \$1.04 cents per hour.
  - (iii) Below -25 degrees Celsius - \$1.19 per hour.
- (b) Employees required to work in temperatures less than -18.9 degrees Celsius shall be medically examined at the employer's expense.

#### 39B. - TRAINEESHIPS

- (1) Scope
  - (a) Subject to paragraph (b) of this subclause, this clause shall apply to persons:
    - (i) who are undertaking a traineeship (as defined); and
    - (ii) who are employed by an employer bound by this award; and
    - (iii) whose employment is covered by the Licensed Establishments (Retail and Wholesale) Award 1979 No. R 23 of 1977.
  - (b) Notwithstanding the foregoing, this clause shall not apply to employees who were employed by an employer bound by this clause prior to the date of approval of a traineeship scheme relevant to the employer, except where agreed between the employer and the union.
- (2) Objective
  - (a) The objective of this clause is to establish a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of trainees, particularly young people, and the long term unemployed.
  - (b) The system is neither designed nor intended for those who are already trained and job ready.
  - (c) Existing employees shall not be displaced from employment by trainees.
- (3) Supersession
 

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

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

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

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

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

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

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

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

References in this award to "the relevant State Training Authority or NETTFORCE" shall be taken to be a reference to NETTFORCE in respect of a Traineeship that is the subject of an interim approval but not a final approval by the relevant State Training Authority. NETTFORCE powers and functions stipulated in this award may be circumscribed and/or delegated by the terms of an agreement between NETTFORCE and a relevant State Training Authority. Reference to NETTFORCE within this clause will have no effect during the currency of the W.A. State Training Authority/NETTFORCE Memorandum of Agreement.

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

- (5) Training Conditions
- (a) The trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement or as notified to the trainee by the appropriate State Training Authority in accredited and relevant traineeship schemes; or NETTFORCE if the traineeship scheme remains subject to interim approval.
  - (b) A traineeship shall not commence until the relevant Traineeship Agreement, made in accordance with a traineeship scheme, has been signed by the employer and the trainee and lodged for registration with the relevant state training authority or NETTFORCE, provided that if the Traineeship Agreement is not in a standard format a Traineeship shall not commence until the Traineeship Agreement has been registered with the relevant State Training Authority or NETTFORCE. The employer shall ensure that the Trainee is permitted to attend the training course or programme provided for in the Traineeship Agreement and shall ensure that the trainee receives the appropriate on-the-job training.
  - (c) The employer shall provide a level of supervision in accordance with the Traineeship Agreement during the traineeship period.
  - (d) The employer agrees that the overall training programme will be monitored by officers of the appropriate 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 are proposed to be included in the AVC Level 1 qualification. This could be achieved through foundation competencies which are part of endorsed competencies for an industry or enterprise, and/or
    - (ii) The achievement of competencies required for successful participation in an industry or enterprise (where there are endorsed national standards these will define these competencies) as are proposed to be included in the AVC Level 2 qualification or above.
- (6) Employment Conditions
- (a) A Trainee shall be engaged as a full time employee for a maximum of one year's duration provided that a trainee shall be subject to a satisfactory probation period of up to one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the relevant State Training Authority or NETTFORCE the parties to a traineeship agreement may vary the duration of the traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant 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 shiftwork makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for non-shift work Trainees.
    - (iv) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by the relevant award, unless otherwise agreed by the parties to a Traineeship Scheme, or unless the relevant award makes specific provision for a Trainee to be paid at a higher rate, in which case the higher rate shall apply.
  - (f) All other terms and conditions of the relevant award that are applicable to the Trainee, or would be applicable to the Trainee but for this Clause, shall apply unless specifically varied by this Clause.
  - (g) A Trainee who fails to either complete the traineeship, or who cannot for any reason be placed in full time employment with the employer on successful completion of the Traineeship, shall not be entitled to any severance payments payable pursuant to termination, change and redundancy provisions or provisions similar thereto.

- (7) Wages
- (a) (i) The minimum rates of wages payable weekly to trainees are as provided in subparagraph (iv) of this subclause.
- (ii) These wage rates will only apply to trainees while they are undertaking an approved traineeship which includes approved training as defined in this clause.
- (iii) The wage rates prescribed by this clause do not apply to completed trade level training which is covered by the apprenticeship system.
- (iv) Skill Level B
- Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level B.
- | School Leaver             | HIGHEST YEAR OF SCHOOLING COMPLETED |              |         |
|---------------------------|-------------------------------------|--------------|---------|
|                           | Year 10 and below                   | Year 11      | Year 12 |
|                           | \$                                  | \$           | \$      |
|                           | 208.00 (50%)                        | 255.00 (33%) | 339.00  |
|                           | 243.00 (33%)                        | 291.00 (25%) |         |
| plus 1 year out of school | 291.00                              | 339.00       | 397.00  |
| plus 2 years              | 339.00                              | 397.00       | 454.00  |
| plus 3 years              | 397.00                              | 454.00       | 520.00  |
| plus 4 years              | 454.00                              | 520.00       |         |
| plus 5 years              | 520.00                              |              |         |
- 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 1 January in each year.
- (d) At the conclusion of the Traineeship this clause ceases to apply to the employment of the Trainee and the award shall apply to the former trainee.

**2015 WAIRC 00650**

**Local Government Officers' (Western Australia) Interim Award 2011**

**5. - MINIMUM ADULT AWARD WAGE**

- 5.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 5.2 The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- 5.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 5.4 Unless otherwise provided in this clause adults 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.
- 5.5 Employees under the age 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.
- 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.
- 5.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

- 5.8 Subject to this clause the minimum adult award wage shall –
- (1) Apply to all work in ordinary hours.
  - (2) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

5.9 Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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.

5.10 Adult Apprentices

- (1) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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.
- (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) 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. - SALARIES - MINIMUM ANNUAL

- 13.1 The minimum annual rate of salary to be paid to Officers shall be in accordance with the rates set out in this clause.
- 13.2 An Officer shall have the right to request a review of his/her classification, grading or salary which he/she considers is incorrect.

13.3 Payment of salaries

- 13.3.1 Payment of salaries shall, at the discretion of the employer, be made at least fortnightly.
- 13.3.2 For the purpose of the calculation and payment of salaries, the weekly salary shall be calculated as 1/52nd of an annual salary.
- 13.3.3 Salaries shall be paid into a bank account or any other account, nominated and available to the employee unless such form of payment is impractical. Nothing in this clause shall prevent an employer and an employee from adopting a mutually agreed alternative method of paying salaries each pay period.
- 13.3.4 The employer shall reimburse an Officer for bank charges incurred as a result of his/her salary being paid into a financial institution.

13.4 Incremental progression

- 13.4.1 At the conclusion of each twelve month period following appointment to their classification or entry into a classification level, Officers shall be eligible for incremental progression if:
- (1) The Officer has given satisfactory service over the preceding twelve months; and
  - (2) The Officer has acquired and is required by the employer to utilise new and/or enhanced skills within the ambit of the level definition for his/her position or other skills where agreed at the staff development/performance review, and this has been certified in writing following, and as part of, the assessment process.
  - (3) In cases where the review is delayed the anniversary date shall not be changed and the increase, if any, will be paid retrospectively to the anniversary date.
  - (4) Movement to a higher level or classification shall only occur by way of promotion or reclassification.

13.5 General minimum salary scale

The following is the general scale of minimum annual salary rates payable, listed opposite level and the scale numbers referred to elsewhere in this award.

Level	Age	Rate
Level 1	16 years and under	27310
	17 years	28898
	18 years	31198
	19 years	33506
	20 years	35795
	Adult	37462

Level	Age	Rate
Level 2		38762
		39548
		40695
		41855
Level 3		42890
		43557
		44225
		44892
Level 4		45961
		46410
		47047
		48014
Level 5		49196
		49878
		50427
		51339
Level 6		52002
		53113
		53949
		54918
Level 7		55876
		56950
		57836
		58470
Level 8		59606
		60492
		61376
		62263
Level 9		64022
		65040
		66143
		67288

### 13.6 Negotiated salaries

13.6.1 A Senior Officer not covered by 13.5, (including the Chief Executive Officer and other Executive Officers not traditionally covered by the General salary scale), will be entitled to negotiate his/her salary at least once every two years.

13.6.2 The salary negotiated will not be less than it would be if covered by the General minimum salary scale at the time of negotiations, nor will it be less than the following minima:

	Chief Executive Officer	Executive Officer
A	\$60,252	(paid as per general minimum salary scale)
B	\$62,240	(paid as per general minimum salary scale)
C	\$67,839	\$67,839
D	\$73,440	\$73,440

(1) The following examples, being the guide for determining the relevant grade for Local Governments:

A	Shire of Cue
B	Shire of Collie/Town of Bassendean/Shire of Manjimup
C	Cities of Belmont/Bunbury
D	Cities of Rockingham/Bayswater/Gosnells and Larger

13.6.3 The negotiated salary will take into account the range of responsibilities inherent in the position including the size of the organisation as measured by revenue, number of employees, population, or any other relevant factors.

13.6.4 The requirement to attend Council meetings, or work in excess of the standard number of ordinary hours each week, where such Officer is excluded from the provisions of Clause 22. - Overtime of this award may be a consideration.

13.6.5 The annual leave loading specified in clause 24.1.3 may be incorporated into the salary package.

13.6.6 The additional weeks leave specified in clause 24.1.4(1) for Chief Executive Officers, Town or Shire Engineer or Environmental Health Officers may be incorporated into the salary package.

13.6.7 Any requirement to deputise for higher positions and the extent this occurs may also be a consideration.

13.6.8 At the request of the employee, his/her Union or association may participate in salary negotiations.

13.7 Where agreed in writing between the employer and an employee, an employer may introduce remuneration packaging by way of salary sacrifice (including any negotiated salary allowable) and the terms and conditions of such a package shall not, when viewed objectively, be less favourable than the entitlements otherwise available under this award. The

employer shall ensure that the structure of any agreed package complies with taxation and other relevant laws. Where an employer has adopted a policy providing a salary sacrifice option to employees, it shall advise new employees to whom this policy applies of their right to seek to negotiate a remuneration package through salary sacrifice.

13.8 Workers eligible for a supported wage

13.8.1 Eligibility criteria

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

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

- (1) Supported wage system means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability.
- (2) Accredited assessor means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system.
- (3) Disability support pension means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme.
- (4) Assessment instrument means the form provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system.

13.9 Supported wage rates

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

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

13.9.2 Provided that the minimum amount payable shall not be less than \$73 per week.

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

13.10 Assessment of capacity

13.10.1 For the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the supported wage system and documents in an assessment instrument by either:

- (1) the employer and a Union party to the award in consultation with the employee or, if desired by any of these;
- (2) the employer and an accredited assessor from a panel agreed by the parties to the award and the employee.

13.11 Lodgement of assessment instrument

13.11.1 All assessment instruments under the conditions of 13.8, including the appropriate percentage of the award wage to be paid to the employee, shall be lodged by the employer with the Registrar of the Commission.

13.11.2 All assessment instruments shall be agreed and signed by the parties to the assessment, provided that a Union which is party to the award is able to lodge an objection to the Registrar by certified mail within ten working days.

13.12 Review of assessment

The assessment of the application percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the supported wage system.

## 13.13 Other terms and conditions of employment

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

## 13.14 Workplace adjustment

An employer wishing to employ a person under the provisions of 13.8 shall take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

## 13.15 Trial period

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

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

13.15.3 The minimum amount payable to the employee during the trial period shall be no less than \$73 per week.

13.15.4 Work trials should include reduction or training as appropriate to the job being trialled.

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

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**Marine Stores Award**

**6. - RATES OF PAY**

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

Classification	Minimum Rate\$
General Hand	679.90
Sorter	679.90
Packer	679.90
Washer of Bottles	679.90
Cutter of Cloth	679.90

- (2) Junior employees shall be paid the following percentage of the rate of pay for the class of work on which they are engaged:

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

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

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

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

**6A. - MINIMUM WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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.

**2015 WAIRC 00652**

**Masters, Mates and Engineers Passenger Ferries Award**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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

## (1) The hourly rates of pay shall be:

Classification	\$ per annum	ASNA	TOTAL	\$ per hour
Skipper	38610	17055	55665	23.79
Engineer	37440	16990	54430	23.26
Mate	32760	16840	49600	21.20

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

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

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

- (2) This award shall not operate to cause an employee to suffer a reduction in ordinary time hourly earnings that such employee is receiving prior to the implementation of this award.
- (3) Casual employees shall receive a 20% loading in addition to the appropriate hourly rate for all hours worked.

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**Meat Industry (State) Award, 2003**1B. - MINIMUM ADULT WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (b) The rate paid in the paragraph above to an apprentice 21 years of age or more is payable on superannuation and during any period of paid leave prescribed by this award.
- (c) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (d) Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

#### 16. - CLASSIFICATIONS AND WAGE RATES

- (1) The following shall be the minimum weekly rates of wages payable to employees under this award who, for the purpose of this clause, shall be graded pursuant to the definitions contained and described in each subclause hereunder.

##### Career Progression and Promotion:

- (a) The skills required in the establishment are broadly grouped in levels are detailed below. Employees working under these classifications shall work in any or all range of jobs within a level to the extent of their training, skills and qualifications. This may involve an employee working in a number of sections or departments depending upon work requirements including to meet short-term operational requirements.
- (c) An employee may at any time carry out such duties and use tools and equipment as may be directed by the employer provided that the employee has been properly trained in the use of such tools and equipment.
- (d) Any direction given by the employer in accordance with any of the above shall be consistent with the employer's obligations under the *Occupational Safety and Health Act 1984*.
- (b) Employees shall be employed to carry out such duties as may be directed by the employer from time to time subject to the limits of their skills, competence and training.

- (2) **Adult Wage Rates**

<b>Classification Group</b>	<b>Minimum Rate Per Week</b>	<b>Minimum Rate Per Hour</b>
<u>PW - LEVEL 1</u>	\$679.90	\$17.89
<u>PW - LEVEL 2</u>	\$685.50	\$18.04
<u>PW - LEVEL 3</u>	\$715.50	\$18.83
<u>PW - LEVEL 4</u>	\$741.00	\$19.50
<u>PW - LEVEL 5 *</u>	\$778.90	\$20.50
<u>PW - LEVEL 6</u>	\$834.40	\$21.96

\* Key classification rate

- (3) **Skills and Classification Structure**

**(a) PROCESS WORKER - LEVEL 1**

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months. At this level an employee performs routine duties essentially of a manual nature and to the level of their training –

**Skills / Duties -**

- \* Works under direct supervision.
- \* Exercises minimal judgement.
- \* Works to defined procedures.
- \* May perform general cleaning duties.
- \* Is undertaking on the job training that shall include basic hygiene requirements, health and safety requirements as well as basic safe working practices and basic industrial relations procedures, for an initial period not exceeding three months.

**(a) PROCESS WORKER - LEVEL 1—continued**

**Job Description** -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform –

1. Labourer with less than 3 months service.

**(b) PROCESS WORKER - LEVEL 2**

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 1 and to the level of their training –

**Skills / Duties** -In addition to the skills / duties required at Level 1, the following skills are required at this level –

- \* Works under direct supervision but with responsibility for the quality of their work.
  - \* Operates basic machinery and equipment.
  - \* Exercises limited judgement.
  - \* Operates from a basic set of procedures and instructions.
  - \* Has an undertaking of and undertakes basic quality control / assurance procedures.
  - \* Operates flexibly between packing stations.
- And may :
- Have a basic understanding of quality control, meat handling and hygiene process and techniques
  - Possess some internally / external customer service skills.
  - Use a range of basic hand tools.
  - Is responsible for the quality of their work.
  - Operates hand trolleys and pallet trucks.
  - Works in a team environment.
  - Exercise basic keyboard skills.

**Job Description** -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Carton room hand.
2. Chiller room hand undergoing training.
3. Cook assistant.
4. Knife hand
5. Labourer with more than 3 months service.
6. Labourer with more than 3 months experience in the meat industry.
7. Laundry employee.
8. Meat loading and lumping.
9. Packer / spotter undergoing training.
10. Sastek operator undergoing training.
11. Stock person
12. Strapping / gluing machinery operator.
13. Table hand
14. Trimmer Whizz and Knife Operator not associated with a constant unit rate system.

**(c) PROCESS WORKER - LEVEL 3**

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 2 and to the level of their training –

**Skills / Duties** -In addition to the skills / duties required at Level 2, the following skills are required at this level –

- \* Exercise discretion within the scope of this level.
- \* Use relevant tools and equipment.
- \* Possess and utilise numeracy and literacy skills.
- \* Have responsibility for the quality of their work subject to routine supervision.

**(c) PROCESS WORKER - LEVEL 3—continued**

\* Be able to work in a team environment.

And may :

- Assist in the provision of on the job training to a limited degree.
- Have a sound understanding of meat handling, processing and quality assurance requirements and procedures.
- Have a knowledge of and perform to customer specification requirements.
- Possess good knife skills and utilise them where applicable.
- Perform routine maintenance on equipment.
- Receive on / off the job training.
- Exercise intermediate keyboard skills.

**Job Description** -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform –

1. By-products operator competent on one machine.
2. Clerk employed on a constant unit rate system.
3. Driver of Vehicle 1.25 to 4.50 tonne.
4. Fork lift driver up to and including 5 tonne lifting capacity.
5. Meat slicer operator.
6. Mixing machine / blender.
7. Offal room / running casing.
8. Packer / spotter (all tasks in boning room or slaughter floor, excluding operation of vacuum packing machinery)
9. Pickle - pumper.
10. Sastek operator using basic keyboard skills.
11. Skinning.
12. Stockperson / receiver.
13. Store duties.
14. Team Leader or Leading Hand for Level 1 and 2 positions.
15. Trimmer (all tasks).
16. Trimmer Whizzard and knife operator not associated with a constant unit rate system.

And the inclusion of :

- Boner (undergoing training).
- Leaner.
- Packer (knowledge of all packs, all species and able to rotate to every work station).
- Packer / spotter (knowledge of all packs, all species and able to rotate to every work station).
- Sastek operator with Ausmeat accreditation with all species.
- Slaughter floor and Boning room and operate and grade cryo-vac.
- Slaughter person (undergoing training).
- Slicer (undergoing training).
- Vacuum packing grader.

**(d) PROCESS WORKER - LEVEL 4**

An employee at this level has received on and / or off the job training or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 3 and to the level of their training –

**Skills / Duties** -In addition to the skills / duties required at Level 3, the following skills are required at this level –

- \* Exercise discretion
  - \* Have a sound working knowledge of quality assurance, customer specification and Ausmeat and AQIS requirements.
  - \* Work under little supervision either individually or in a team environment.
- And may :
- Assist in the provision of on the job training to a limited degree.
  - Perform basic maintenance and operate all relevant equipment.

**(d) PROCESS WORKER - LEVEL 4—continued**

- Have and utilise numeracy and literacy skills.
- Have First Aid training.
- Receive on or off the job training.
- Exercise advance keyboard skills.

**Job Description** -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform –

1. Boner (not able to perform all cuts on a single species and rotate to all stations).
2. By-products operator competent on two machines.
3. Clerk employed on a constant unit rate system.
4. Curer.
5. Driver of Vehicle 4.50 to 13.90 tonne.
6. Dry / smoking hams.
7. Packer (knowledge of all packs, all species, and able to rotate to every work station).
8. Quality Assurance monitor undergoing training.
9. Sastek operator (Grader).
10. Slaughter floor assistant.
11. Slaughter floor and Boning room vacuum packaging grader.
12. Slaughter person (not able to perform all cuts on a single species and rotate to all stations).
13. Slicer (not able to perform all cuts on a single species and rotate to all stations).
14. Team Leader or Leading Hand for Level 2 and 3 positions.

**(e) PROCESS WORKER - LEVEL 5**

An employee at this level has received on and / or off the job training which may include the attainment of a relevant trade qualification or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 4 and to the level of their training –

**Skills / Duties** -In addition to the skills / duties required at Level 4, the following skills are required at this level –

- \* Be responsible for assessing the quality of their own and others work.
  - \* Work under little or no supervision
  - \* Assist in the provision of on the job training to a limited degree.
  - \* Possess a detailed knowledge of quality assurance, Ausmeat and AQIS and customer specifications.
  - \* Possess and utilise numeracy and literacy skills.
  - \* Have completed an apprenticeship or equivalent.
  - \* Co-ordinate work in a team environment.
- And may :
- Possess and utilises superior knife skills.
  - Be able to perform all tasks.
  - Have achieved a certificate AQF Level 3.

**Job Description** -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform –

1. Boner (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
2. By-products operator competent on all machinery with full working knowledge of start and stop sequence
3. Packer / spotter (knowledge of all packs, all species, able to rotate to every work station, Slaughter floor and Boning room and operate and grade vac packing).
4. Quality Assurance Officer (Ausmeat accreditation).
5. Sastek Operator (Grader).
6. Slaughter person (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).

(e) **PROCESS WORKER - LEVEL 5**—*continued*

- 7. Slicer (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
- 8. Smallgoods maker.
- 9. Team Leader or Leading Hand for position up to Level 4.
- 10. Trades person Butcher.

(f) **PROCESS WORKER - LEVEL 6**

An employee at this level has received on and / or off the job training so as to enable the employee to perform work within the scope of this level and holds an appropriate trade qualification. At this level an employee performs work above and beyond the skills of an employee at Level 5 and to the level of their training –

**Skills / Duties** -In addition to the skills / duties required at Level 5, the following skills are required at this level –

\* Train other employees

**Job Description** -The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform

- 1. Boner (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
- 2. Slicer (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
- 3. Slaughter person (at this level must be willing and able to perform all cuts required on a single species and rotate between all tasks).
- 4. Team Leader or Leading Hand for position up to Level 5.

(4) Apprentices:

The rates of wages to be paid to apprentices shall be based on the following percentage to the key classification rate:

(a)	Four year term	%
	First year	40
	Second year	50
	Third year	75
	Fourth year	95
(b)	Three year term	%
	First year	50
	Second year	75
	Third year	95

(5) Junior employees:

(a) Other than drivers of motor vehicles, the minimum weekly wage rates for juniors shall be based on the following percentage of the total adult wage applicable to the classification in which they are employed:

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

(b) The minimum weekly wage rates for junior employees employed as drivers of motor vehicles shall be based on the following percentage of the total adult wage for the capacity of the vehicle being driven:

	%
Under 19 years of age	70
19 to 20 years of age	80
20 and over years of age	100

(6) Subject to the provisions of this clause an employer may, at the election of the employer, remunerate employees under an incentive or bonus payment system as an alternative in lieu of or in addition to the time work payment system prescribed in this award.

17. - WORK OF EMPLOYEES IN BONING ROOMS

- (1) (a) "Boner" - a boner's work shall be the boning out whole carcasses of beef, veal, mutton, lamb, pork, goats and / or piecemeats in any of those categories. The foreperson shall direct the boning method required, that is, straight or specified boning and s/ or piecemeat boning.
- (i) Straight boning shall mean any type of boning on benches or rails other than specified or piecemeat boning.
- (ii) Specified or piecemeats boning shall mean the type of cut that the employer or foreperson directs the boner to carry out.
- (b) The duties of a slicer shall be the removal of sinews, serous membrane, lymph glands, excessive fat, dirt, foreign material, skinning out and slicing to size (including cubing), removal of any portion of parts, and placing (but not packing) into cartons or boxes as required.  
Provided that the task of cubing shall not be required of an employee engaged in the classification of slicer employed on a constant unit system of operation and remuneration except by agreement between the union and the employees concerned and the approval of the Commission.
- (c) The duties of a pre-trimmer shall be the removal of seeds, burrs, hair, hide or wool pieces, contamination or other foreign materials.
- (d) The duties of a spotter / packer shall be to inspect meat, before packing, for quality and / or specification and may include the removal of hair, dirt or pieces of sinew with a knife, shears or scissors (but not including trimming or slicing) and the wrapping of meat when required and packing it in cartons or boxes.
- (2) (a) Boning Equivalents - For the purpose of computing the daily constant unit rate the following equivalents shall apply:
- (i) Beef :
- One side shall equal two quarters of beef.
  - One hindquarter shall equal one quarter of beef.
  - One forequarter shall equal one quarter of beef.
  - One forequarter or hindquarter from a body weighing over 318 kilograms shall equal one and one half quarters of beef.
  - Five briskets shall equal one quarter of beef.
  - Seven briskets with shin shall equal two quarters of beef.
  - Three rumps and loins shall equal two quarters of beef.
  - Fifteen shins shall equal one quarter of beef.
  - Two necks and blades shall equal one quarter of beef.
  - Two ribs and two briskets shall equal one quarter of beef.
  - Three crops shall equal two quarters of beef.
  - Three shoulders shall equal two quarters of beef.
  - Three chucks and blades shall equal two quarters of beef.
  - Five butts shall equal two quarters of beef.
  - Five briskets with shin and portion of clod bone attached shall equal two quarters of beef.
  - Three loins shall equal one quarter of beef.
  - Bulls and genuine stags weighing:
    - under 136 kilograms shall equal one carcass of beef
    - 136 kilograms to 272 kilograms shall equal 1.5 carcasses of beef
    - 272.6 kilograms and over shall equal two carcasses of beef.
 A "genuine stag" means a fully grown animal that exhibits characteristics of a bull including a definite neck crest. Any dispute arising from this definition shall be determined by a meat inspector.
- (ii) Sheep and Goats:
- One carcass under 29 kilograms or one trunk with chump or portion of chump attached shall equal one carcass.
  - One carcass or one trunk with chump or portion of chump attached over 29 kilograms and under 41 kilograms shall equal one and one-half carcasses.
  - One carcass 41 kilograms or over shall equal two carcasses.
  - One ram lamb 16.3 kilograms and over shall equal one and a half carcasses.
  - One ram or genuine stag shall equal two carcasses.
  - One billy goat 18 kilograms and over shall equal two carcasses.

- Trunks:  
On bench or table - four trunks shall equal three carcasses.  
From a carcass on rail or chain - one trunk shall equal one carcass.
- Four pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Two pairs of hindquarters shall equal one carcass.
- Two pairs of forequarters shall equal one carcass.
- When carcasses are boned out, ribbed or birdcaged, each such carcass shall equal one and one-quarter carcasses.

## (iii) Vealers:

- One calf of and less than 27 kilograms or trunk with chump or portion of chump attached shall equal one carcass.
- One calf or one trunk with chump or portion of chump attached over 27 kilograms and less than 54 kilograms shall equal one and a half carcasses.
- One calf of and over 54 kilograms and under 90 kilograms shall equal three carcasses.
- Three pairs of loins shall equal one carcass.
- Four trunks shall equal three carcasses.
- Four pairs of legs shall equal one carcass.
- Two pairs of hindquarters shall equal one carcass.
- Two pairs of forequarters shall equal one carcass.

Liberty is reserved to the applicant to apply to vary any of the provisions of this subparagraph.

## (iv) Pigs:

Liberty is reserved to the parties to apply to vary this paragraph to provide equivalents for the purpose of computing the daily constant unit rate for the boning of pigs.

- (b) Liberty to apply to vary this subclause is reserved to the parties in the event of the introduction of new methods of boning.

## (3) (a) Slicing Equivalents - For the purpose of computing the daily constant unit rate the following equivalents shall apply:

## (i) Beef:

- One side shall equal two quarters of beef.
- One hindquarter shall equal one quarter of beef.
- One forequarter shall equal one quarter of beef.
- One forequarter or hindquarter from a body weighing over 318 kilograms shall equal one and one-half quarters.
- Five briskets shall equal one quarter of beef.
- Seven briskets with shin shall equal two quarters of beef.
- Three rumps and loins shall equal two quarters of beef.
- Fifteen shins shall equal one quarter of beef.
- Two necks and blades shall equal one quarter of beef.
- Two ribs and two briskets shall equal one quarter of beef.
- Three crops shall equal two quarters of beef.
- Three shoulders shall equal two quarters of beef.
- Three chucks and blades shall equal two quarters of beef.
- Five butts shall equal two quarters of beef.
- Five briskets with shin and portion of clod bones attached shall equal two quarters of beef.
- \* Three loins shall equal one quarter of beef.
- \* Bulls and genuine stag weighing under 182 kilograms shall equal one carcass of beef
- 182 kilograms but less than 363 kilograms shall equal 1.5 carcasses
- of beef
- 363 kilograms and over shall equal two carcasses of beef.

A Meat Inspector shall determine any dispute arising from this definition.

## (ii) Sheep and Goats:

- One carcass under 29 kilograms or one trunk with chump or portion of chump attached shall equal one carcass.
- One carcass or one trunk with chump or portion of chump attached of and over 29 kilograms but under 41 kilograms shall equal one and one-half carcasses.

- One carcass 41 kilograms or over shall equal two carcasses.
- One ram lamb 16.3 kilograms and over shall equal one and a half carcasses.
- One ram or genuine stag shall equal two carcasses.
- One billy goat 18 kilograms and over shall equal two carcasses.
- Four trunks shall equal three carcasses.
- Four pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Two pairs of hindquarters shall equal one carcass.
- Two pairs of forequarters shall equal one carcass.

## (iii) Vealers:

- One calf of and less than 27 kilograms or trunk with chump or portion of chump attached shall equal one carcass.
- One calf or one trunk with chump or portion of chump attached over 27 kilograms and less than 54 kilograms shall equal one and a half carcasses.
- One calf of and over 54 kilograms and under 90 kilograms shall equal three carcasses.
- Three pairs of loins shall equal one carcass.
- Four trunks shall equal three carcasses.
- Four pairs of legs shall equal one carcass.
- Two pairs of hindquarters shall equal one carcass.
- Two pairs of forequarters shall equal one carcass.
- 

Liberty is reserved to the applicant to apply to vary any of the provisions of this subparagraph.

## (iv) Pigs:

Liberty is reserved to the parties to apply to vary this paragraph to provide equivalents for the purpose of computing daily constant unit rates for the slicing of pigs.

- (4) The ratio of slicers to boners employed on a full-time basis shall be one slicer to each boner except where otherwise agreed upon in writing between an employer and the union of employees.
- (5) Notwithstanding the provisions of subclause (4) of this clause, in any establishment which operates an on-rail (mechanical) quarter boning system, the ratios of slicers to boners may be fixed by agreement between the employer and the union of employees and in the event of a disagreement it shall be referred to the Commission for determination.
- (6) Constant unit rate employees who are kept waiting, for stock or by any interruption of work not caused by the employees employed on a constant unit rate system of operation, in excess of the aggregate of 15 minutes in any day, shall be paid at time rates until the stock arrives or work resumes.
- (7) Subject to the breakdown provisions of clause 8 (1)(h). - Contract of Employment of this award, on any day that the minimum daily production is not processed, a constant unit rate employee shall be paid one fifth of their classification rate of wage.
- (8)
  - (a) When the minimum daily production requirements or the equivalents thereof are exceeded an employee employed on a constant unit rate system of operation shall be paid the relevant constant unit rate for each such excess carcass or equivalent thereof processed, provided that when such excess to the minimum daily production requirements or equivalent is processed outside of the ordinary working hours Monday to Friday (both inclusive), an employee engaged on a constant unit rate system of operation shall not receive overtime rates of payment.
  - (b) When an employee employed on a constant unit rate system of operation is required to work on a Saturday, Sunday or holiday, he or she shall be paid the relevant constant unit rate prescribed in subclause (10) and subclause (11) of this clause for each carcass or equivalent thereof processed.
- (9) For the purpose of computing the level of production required to achieve the minimum daily production and additional payments prescribed in this clause, shall apply as follows:
  - (a) Sheep, lamb or goats (domestic) shall equal 74 units
  - (b) Sheep, lamb or goats (export) shall equal 70 units
  - (c) Beef or calves (all establishments) shall equal 13 units

(10) Boning Rates -

(a) Monday to Friday (both inclusive):

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - LEVEL 4	PW - LEVEL 5	PW - LEVEL 6
Cattle / Calf	\$10.61	\$10.61	\$148.21	\$155.79	\$166.87
Goats	\$1.60	\$1.70	\$148.21	\$155.79	\$166.87
Sheep / Lamb	\$1.60	\$1.70	\$148.21	\$155.79	\$166.87

(b) Saturday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - LEVEL 4		PW - LEVEL 5		PW - LEVEL 6	
			<2 hrs	>2 hrs	<2 hrs	>2 hrs	<2 hrs	>2 hrs
Cattle / Calf	\$17.06	\$17.06	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Goats	\$2.65	\$2.80	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Sheep / Lamb	\$2.65	\$2.80	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92

(c) Sunday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - LEVEL 4	PW - LEVEL 5	PW - LEVEL 6
Cattle / Calf	\$18.26	\$18.26	\$39.00	\$41.00	\$43.92
Goats	\$2.85	\$3.00	\$39.00	\$41.00	\$43.92
Sheep / Lamb	\$2.85	\$3.00	\$39.00	\$41.00	\$43.92

(d) Public Holiday:

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$22.83	\$22.83	\$48.75	\$51.25	\$54.90
Goats	\$3.55	\$3.75	\$48.75	\$51.25	\$54.90
Sheep / Lamb	\$3.55	\$3.75	\$48.75	\$51.25	\$54.90

(11) Slicing Rates -

(a) Monday to Friday (both inclusive):

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$9.98	\$9.98	\$148.21	\$155.79	\$166.87
Goats	\$1.50	\$1.60	\$148.21	\$155.79	\$166.87
Sheep / Lamb	\$1.50	\$1.60	\$148.21	\$155.79	\$166.87

(b) Saturday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
			< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs	< 2 hrs	> 2 hrs
Cattle / Calf	\$15.90	\$15.90	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Goats	\$2.50	\$2.65	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Sheep / Lamb	\$2.50	\$2.65	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92

(c) Sunday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Cattle / Calf	\$17.02	\$17.02	\$39.00	\$41.00	\$43.92
Goats	\$2.70	\$2.85	\$39.00	\$41.00	\$43.92
Sheep / Lamb	\$2.70	\$2.85	\$39.00	\$41.00	\$43.92

- | Species       | Public Holiday:<br>Constant Unit Rate |                       | Minimum Daily Rate (All Establishments) |              |              |
|---------------|---------------------------------------|-----------------------|-----------------------------------------|--------------|--------------|
|               | Domestic Establishments               | Export Establishments | PW - Level 4                            | PW - Level 5 | PW - Level 6 |
| Cattle / Calf | \$21.27                               | \$21.27               | \$48.75                                 | \$51.25      | \$54.90      |
| Goats         | \$3.35                                | \$3.55                | \$48.75                                 | \$51.25      | \$54.90      |
| Sheep / Lamb  | \$3.35                                | \$3.55                | \$48.75                                 | \$51.25      | \$54.90      |
- (12) Additional Allowances (other than for Boners and Slicers) -
- (a) In any boning room where boners and / or slicers are employed and paid on a constant unit rate system of operation or on time work, employees engaged in any of the callings specified in paragraph (c) of this subclause, shall be paid an allowance per day in accordance with the provisions of paragraph (d) of this subclause for each quarter or carcass or equivalent thereof, (except bulls and genuine stags, ram lambs, rams and genuine stags and birdcaging) processed by boners in excess of the minimum daily production requirement prescribed for boners in subclause (2) of this clause (and in the case of beef the minimum daily production requirement to be applied for the purposes of this subclause shall be that prescribed for table or fixed hook boning) in addition to the rates of wages to which they are entitled pursuant to clause 16. - Classifications and Wage Rates of this award.
- (b) For the purpose of computing the level of production required to achieve the minimum daily production prescribed in this subclause, the following shall apply:
- (i) Sheep, lamb or goats (domestic) shall equal 74 units
- (ii) Sheep, lamb or goats (export) shall equal 70 units
- (iii) Beef or calves (all establishments) shall equal 13 units
- (c) An employee to whom this subclause applies shall receive an additional allowance of \$3.00 per day.
- (d) The additional allowances referred to in this subclause shall apply to those process workers employed in the boning room from the point where the carcasses enter this room to the chillers door.
- (e) Liberty is reserved to the parties to this award to apply to vary the allowances described in paragraph (c) of this subclause every twelve months in accordance with the annual percentage change in the Consumer Price Index (All Groups) Australian Bureau of Statistics Catalogue No. 6401.0 for Perth.
- (f) The provisions of this subclause shall not affect the right of the employer to require any employee entitled to the payment of the additional allowances prescribed herein to work the ordinary hours of work as prescribed by clause 25. - Hours and Rosters of this award, or the obligation of the employees to work as so required by the employer.
- (13) The provisions of this clause shall not apply to employees employed by employers respondents to this award in the industry of receiving, yarding, killing and dressing or preparation of pigs and the preparation and manufacture of smallgoods and bacon therefrom for sale by retail, auction, wholesale or processing for export and who, prior to the issuance of this award, were subject to the provisions of the "Meat Industry (Bacon Curing and Smallgoods Manufacturing)" Award No. 5 of 1974 as varied.
- (14) Liberty is reserved to the union to apply to vary the provisions of this clause to provide for constant unit rates and equivalents for boners and / or slicers processing carcasses for the pet food industry.
- (15) The parties to this award shall review the constant unit rates values prescribed in this clause no later than 30 September of each year.

#### 18. - WORK OF EMPLOYEES IN SLAUGHTERING SECTIONS

- (1) Slaughter person shall mean an employee who, in killing and / or dressing livestock performs one or more of the following tasks:
- (a) Cattle (On-Rail System):
- \* Knocking
  - \* Shackling
  - \* Hoisting
  - \* Washing anus and pit
  - \* Sticking (bleeding)
  - \* Tying weasand
  - \* Rodding or elastrating weasand
  - \* Removing fore hocks
  - \* Cheeking or skinning heads adjacent to rail
  - \* Removing heads and placing on adjacent table, chain, or head washing cabinet
  - \* Skinning first leg
  - \* Removing udders, pizzles and testicles
  - \* Removing first hind hock
  - \* Changing over (first leg)

- \* Skinning second leg
- \* Removing second hind hock
- \* Changing over (second leg)
- \* Clearing butts
- \* Splitting hide to brisket
- \* Clearing rosettes
- \* Clearing necks
- \* Clearing briskets
- \* Flanking
- \* Siding
- \* Necking
- \* Rumping
- \* Backing off
- \* Skinning tail
- \* Removing tip of tail
- \* Operating downward or upward hide pullers and all tasks incidental thereto
- \* Jointing tail
- \* Dropping hide to conveyor or trolley
- \* Marking tail
- \* Dropping bung
- \* Tying bung
- \* Operating lowerator
- \* Marking and sawing briskets
- \* Opening up
- \* Fronting out (and removing kidneys and enuncleating kidneys if required)
- \* Removing offal and pluck and placing
- \* Removing skirt
- \* Splitting paddywhack
- \* Sawing down.

Note: -

- (i) The foregoing duties may be varied or deleted by agreement between the employer and the union or in default of agreement by decision of the Commission.
  - (ii) The work of skinning bullocks heads shall only be performed by a member of the slaughtering team when the head skinning rail is adjacent to the head removal area and does not inconvenience the normal work of the team.
  - (iii) The task of removing and / or enuncleating kidneys may continue to be required of a slaughter person in establishments where it was so performed by a slaughter person prior to the 16th day of June 1983 and may be required of a slaughter person when it is incidental to "fronting out" in any other establishment by agreement between the employer and the union.
- (b) Cattle and / or Calves (Solo, Bed or Cradle System):
- \* Knocking
  - \* Tipping out of crush (box)
  - \* Shackling
  - \* Sticking (bleeding)
  - \* Skinning heads and/or cheeking
  - \* Removing heads and placing
  - \* Lowering
  - \* Pritching
  - \* Removing feet (footing off)
  - \* Skinning legs
  - \* Freeing and tying weasand
  - \* Grounding
  - \* Backing down
  - \* Necking off
  - \* Jointing tail
  - \* Skinning tail
  - \* Dropping hide to trolley or chute
  - \* Cutting or sawing brisket

- \* Cutting or sawing H-bone
- \* Opening up
- \* Placing rollers and tree
- \* Hoisting
- \* Removing udders, pizzles and testicles
- \* Dropping bung
- \* Tying bung
- \* Fronting out (and removing and/or enuncleating kidneys if required)
- \* Removing offal and pluck and placing
- \* Removing skirt
- \* Removing heart
- \* Splitting paddywhack
- \* Sawing down
- \* Hanging off.

Note:

The task of removing and / or enuncleating kidneys may continue to be required of a slaughter person in any establishment where it was so performed by a slaughter person prior to the 16th day of June, 1983 and may be required of a slaughter person when it is incidental to "fronting out" in any other establishment by agreement between the employer and the union.

(c) Sheep, Lambs or Goats

(On-Rail Mechanical Chain System):

- \* Catching (if no restraining race used)
- \* Stunning (on teams of 25 men or more)
- \* Sticking
- \* Shackling
- \* Skinning hind legs
- \* Papering hind legs
- \* Removing hind trotters
- \* Skinning fore legs
- \* Removing tongue
- \* Removing sweetbreads
- \* Cheeking
- \* Clearing and tying weasand
- \* Clearing and knifing brisket
- \* Splitting skin
- \* Removing front trotters
- \* Flanking
- \* Clearing tail and rectum gut
- \* Pelting off skins
- \* Scalping
- \* Removing heads
- \* Opening up
- \* Freeing, milking, cutting off and tying rectum and bladder
- \* Splitting or sawing briskets
- \* Removing paunch, runners and pluck and placing.

Note:

The above duties shall also apply on mutton chains operating in an establishment processing for local consumption and not for export excluding the tasks of papering hind legs and freeing, milking, cutting off and tying rectum and bladder.

(d) Sheep and / or Lambs (Solo-Hook and Bed System):

- \* Catching (scruffing)
- \* Sticking
- \* Skinning legs
- \* Skinning cheeks
- \* Removing trotters
- \* Removing sweetbreads
- \* Removing tongues
- \* Removing heads

- \* Punching briskets
  - \* Clearing and tying weasands
  - \* Inserting gambrel
  - \* Hanging up
  - \* Splitting skin
  - \* Flanking
  - \* Thumbing up
  - \* Clearing tail, rectum gut and chump
  - \* Pelting off and throwing to adjacent shute or receptacle
  - \* Opening up
  - \* Removing paunch, runners, offal and pluck and placing as required
  - \* Splitting brisket
  - \* Hanging off.
- (e) Sheep and / or Lambs (Dead Rail System):
- \* Scruffing (catching)
  - \* Sticking
  - \* Shackling
  - \* Pushing to legging rail
  - \* Skinning hind legs
  - \* Papering hind legs
  - \* Placing long hook or bent gambrel and skid
  - \* Removing hind trotters
  - \* Inserting gambrel or removing long hook
  - \* Pushing to spreader rail
  - \* Inserting spreader and hanging
  - \* Skinning fore legs
  - \* Clearing brisket
  - \* Clearing and tying weasand
  - \* Removing sweatbreads
  - \* Removing tongue
  - \* Cheeking head
  - \* Scalping head
  - \* Removing head
  - \* Removing spreader
  - \* Removing fore trotters
  - \* Pushing
  - \* Clearing tail, rectum gut and chump
  - \* Flanking
  - \* Clearing shoulders
  - \* Pelting off and throwing to adjacent shute or receptacle
  - \* Opening up
  - \* Dropping bung
  - \* Removing paunch, runners, offal and pluck and placing
  - \* Splitting brisket
  - \* Pushing off.
- (f) Pigs:
- \* Shooting or stunning
  - \* Sticking
  - \* Shackling
  - \* Bleeding
  - \* Handling into scald tank or de-hairing machine
  - \* Hanging up
  - \* Scraping
  - \* Shaving and thoroughly cleaning (including washing)
  - \* Removing toe nails
  - \* Removing and/or cleaning ears
  - \* Ham stringing

- \* Hanging up
  - \* Dropping bung
  - \* Opening up
  - \* Fronting out
  - \* Splitting brisket
  - \* Removing offal and pluck and placing
  - \* Washing
  - \* Tucking up
  - \* Hanging off.
- (2) "Trimmer" - The work of a trimmer shall be the removal of sinews, excessive fat, dirt, hair, hide or wool pieces and foreign material, and the removal of any portion or parts of a carcass or offal as required and shall include the use of a saw and assisting with cleaning down operations on the completion of the day's work.
- (3) Slaughtering Equivalents -  
The following provisions shall apply to slaughter persons engaged in slaughtering establishments employing three or more slaughter persons on any day for the following species:
- (a) Cattle and Calf Rates -
- (i) Solo dressing - For the purpose of computing solo constant unit rates, calves shall count as cattle in the following ratio:  
Up to 45 kilograms dressed weight 2.50:1  
Over 45 kilograms and up to 67.7 kilograms dressed weight 1.50:1  
Over 67.7 kilograms and up to 91 kilograms dressed weight 1.25:1  
Over 91 kilograms dressed weight 1:1
  - (ii) Where, a slaughter person is required to skin a calf during the killing and dressing process, the ratio shall be 1:1 for all weights.
  - (iii) Where, a slaughter person is required to skin a calf carcass after it has been chilled, one calf shall equal one and one half bodies of beef.  
Liberty is reserved to the applicant to apply to vary the provisions of this paragraph and provisions of this paragraph and to seek to include a provision for killing and dressing calves on a small stock chain.
- (b) Sheep, Lamb and Goat Rates -
- (i) Goats -  
The ordinary rate to be paid for slaughtering billy goats shall be double the sheep and lamb rate.
- (4) For the purpose of computing the level of production required to achieve the minimum daily production payments prescribed in this clause, the following shall apply:
- (a) Sheep, lamb or goats (domestic) shall equal 74 units
  - (b) Sheep, lamb or goats (export) shall equal 70 units
  - (c) Beef or calves (all establishments) shall equal 13 units
  - (d) Pigs (all establishments) -
    - (i) De-hairing machine:  
up to 91 kilograms shall equal 40 units
    - (ii) Hand dressed:  
up to 36 kilograms shall equal 22 units  
37 kilograms to 91 kilograms shall equal 16 units  
over 91 kilograms shall equal 8 units
    - (iii) Chopper pigs shall equal 12.5 units  
"Chopper pig" means a pig that has passed the maximum weight of a baconer and is processed by the removal of the skin not de-haired.
- (5) Slaughtering Rates -

Species	Monday to Friday (both inclusive):		Minimum Daily Rate (All Establishments)		
	Constant Unit Rate		PW - Level 4	PW - Level 5	PW - Level 6
	Domestic Establishments	Export Establishments			
Cattle / Calf	\$9.50	\$9.50	\$148.21	\$155.79	\$166.87
Goats	\$1.60	\$1.70	\$148.21	\$155.79	\$166.87
Sheep / Lamb	\$1.60	\$1.70	\$148.21	\$155.79	\$166.87
Pigs (de-hairing machine) Up to 91 kgs	\$3.05	\$3.05	\$148.21	\$155.79	\$166.87
Pigs (hand dressed) Up to 36 kgs	\$5.55	\$5.55	\$148.21	\$155.79	\$166.87
Pigs (hand dressed) 37 kgs to 91 kgs	\$7.65	\$7.65	\$148.21	\$155.79	\$166.87

(a)—continued

Monday to Friday (both inclusive):

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - Level 4	PW - Level 5	PW - Level 6
Pigs (hand dressed) 77 kgs to 91 kgs	\$8.40	\$8.40	\$148.21	\$155.79	\$166.87
Pigs (hand dressed) Over 91 kgs	\$13.10	\$13.10	\$148.21	\$155.79	\$166.87
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	\$9.50	\$9.50	\$148.21	\$155.79	\$166.87

(b)

Saturday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)					
	Domestic Establishments	Export Establishments	PW - Level 4		PW - Level 5		PW - Level 6	
			<2 hrs	>2 hrs	<2 hrs	>2 hrs	<2 hrs	>2 hrs
Cattle / Calf	\$15.10	\$15.10	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Goats	\$2.65	\$2.80	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Sheep / Lamb	\$2.65	\$2.80	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Pigs (de-hairing machine) Up to 91 kgs	\$4.90	\$4.90	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Pigs (hand dressed) Up to 36 kgs	\$8.90	\$8.90	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Pigs (hand dressed) 37 kgs to 91 kgs	\$12.25	\$12.25	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Pigs (hand dressed) 77 kgs to 91 kgs	\$15.70	\$15.70	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Pigs (hand dressed) Over 91 kgs	\$24.50	\$24.50	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	\$15.10	\$15.10	\$29.25	\$39.00	\$30.75	\$41.00	\$32.94	\$43.92

(c)

Sunday:

Species	Constant Unit Rate		Minimum Hourly Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - LEVEL 4	PW - LEVEL 5	PW - LEVEL 6
Cattle / Calf	\$16.15	\$16.15	\$39.00	\$41.00	\$43.92
Goats	\$2.85	\$3.00	\$39.00	\$41.00	\$43.92
Sheep / Lamb	\$2.85	\$3.00	\$39.00	\$41.00	\$43.92
Pigs (de-hairing machine) Up to 91 kgs	\$5.25	\$5.25	\$39.00	\$41.00	\$43.92
Pigs (hand dressed) Up to 36 kgs	\$9.55	\$9.55	\$39.00	\$41.00	\$43.92
Pigs (hand dressed) 37 kgs to 91 kgs	\$13.10	\$13.10	\$39.00	\$41.00	\$43.92
Pigs (hand dressed) 77 kgs to 91 kgs	\$16.80	\$16.80	\$39.00	\$41.00	\$43.92
Pigs (hand dressed) Over 91 kgs	\$26.25	\$26.25	\$39.00	\$41.00	\$43.92
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	\$16.15	\$16.15	\$39.00	\$41.00	\$43.92

(d)

Public Holiday:

Species	Constant Unit Rate		Minimum Daily Rate (All Establishments)		
	Domestic Establishments	Export Establishments	PW - LEVEL 4	PW - LEVEL 5	PW - LEVEL 6
Cattle / Calf	\$20.20	\$20.20	\$48.75	\$51.25	\$54.90
Goats	\$3.55	\$3.75	\$48.75	\$51.25	\$54.90
Sheep / Lamb	\$3.55	\$3.75	\$48.75	\$51.25	\$54.90
Pigs (de-hairing machine) Up to 91 kgs	\$6.55	\$6.55	\$48.75	\$51.25	\$54.90
Pigs (hand dressed) Up to 36 kgs	\$11.90	\$11.90	\$48.75	\$51.25	\$54.90

Species	Public Holiday:		Minimum Daily Rate (All Establishments)		
	Constant Unit Rate		PW -	PW - LEVEL 5	PW - LEVEL 6
	Domestic Establishment	Export Establishments	LEVEL 4		
Pigs (hand dressed) 37 kgs to 91 kgs	\$16.40	\$16.40	\$48.75	\$51.25	\$54.90
Pigs (hand dressed) 77 kgs to 91 kgs	\$21.00	\$21.00	\$48.75	\$51.25	\$54.90
Pigs (hand dressed) Over 91 kgs	\$32.80	\$32.80	\$48.75	\$51.25	\$54.90
Pigs (hand dressed on a beef dead-rail or mechanical chain) Over 91 kgs	\$20.20	\$20.20	\$48.75	\$51.25	\$54.90
(6) Penalty rates - Slaughter person.					
(a) Bulls and genuine stags - 136 kilograms and over - double rate.					
"Genuine stag" means a fully grown animal that exhibits characteristics of a bull including a definite neck crest.					
(b) A ram or genuine stag, being an animal that has been castrated late or after maturity, which fully exhibits ram characteristics but not a wether that has been burdizzed, shall be paid for at double rates.					
(c) (i) Full wool sheep or lambs, sheep over 28 kilograms chilled weight as shown on the scales shall be paid for at rate and a half.					
A "full wool sheep" or "lamb" shall mean one with wool eight centimetres or more in length, measured between the shoulders.					
(ii) The employer shall be deemed to have complied with this paragraph on any day upon which he pays an amount, to be divided equally amongst the whole of the team, agreed in writing with the union party to this award.					
(iii) Ram lambs shall be paid for at rate and a half.					
(d) (i) Pigs weighing over 91 kilograms de-hairing machine - double rates					
(ii) Boars - except as provided in placitum (iii) of this paragraph - double rate.					
(iii) Boars - Intensively Bred -					
In excess of 50 kilograms but not more than 55 kilograms - rate and one quarter					
In excess of 55 kilograms but not more than 65 kilograms - rate and one half					
In excess of 65 kilograms - double rates.					
(e) Additional Allowances (other than for Slaughter persons).					
(i) This subclause shall apply to those employees engaged in classifications other than that of "slaughter person" and who work in conjunction or combination with slaughter person on the process of killing and dressing sheep, lambs, goats, cattle and / or calves, on the slaughter floor of an abattoir.					
(ii) For the purpose of this paragraph, the process of killing and dressing sheep, lambs, goats, cattle and / or calves, relates solely to the tasks performed upon the animal or the carcass from the time it is washed in and / or fed up a race or scuffed and pushed to the chillers or weighed, branded and recorded or bagged before being pushed to the chillers as the case may be on a particular slaughter floor.					
(iii) Subject to placitum (iv) of this paragraph in any abattoir in which three or more slaughter persons are employed and employees described in placitum (i) of this paragraph are employed, the following allowance shall be paid to such employees for the carcasses killed and dressed each day by slaughter person in excess of the minimum daily production requirement in addition to the rates of wages to which they are entitled pursuant to clause 16. - Classifications and Wage Rates of this award.					
(iv) Notwithstanding the provisions of placitum (iii) of this paragraph, an employee to whom this subclause applies shall receive an additional allowance of \$3.00 per day.					
(v) Liberty is reserved to the parties to this award to apply to vary the allowances described in paragraph (c) of this subclause every twelve months in accordance with the annual percentage change in the Consumer Price Index (All Groups) Australian Bureau of Statistics Catalogue No. 6401.0 for Perth.					
(vi) The provisions of this subclause shall not affect the right of the employer to require any employee entitled to the payment of the additional allowances prescribed herein to work the ordinary hours of work as prescribed by clause 25. - Hours and Rosters of this award, or the obligation of the employees to work as so required by the employer.					
(vii) Any disagreements between an employer and their employees or the union of employees, parties to this award, over the application of this subclause, shall be referred to the Commission for determination.					

- (7) Excess Production and Penalty Rates
- (a) The excess to the minimum daily production requirement and penalty rates shall be computed on the basis that the basic wage, plus the margin of the particular classification, equals a week's constant unit rate without penalties.
- (b) (i) When the minimum daily production requirement is exceeded an employee employed on a constant unit rate system of operation shall be paid at the relevant constant unit rate for each such excess carcass, provided that when such excess production is worked outside of the ordinary working hours Monday to Friday (both inclusive), an employee engaged on a constant unit rate system shall not receive overtime rates of payment.
- (ii) When an employee employed on a constant unit rate system of operation is required to work on a Saturday, Sunday or holiday, he or she shall be paid the relevant constant unit rate prescribed in subclause (5) of this clause for each carcass processed.
- (8) Employees employed on a constant unit rate system of operation who are kept waiting for stock or any interruption of work not caused by the constant unit rate employee, in excess of the aggregate of fifteen minutes in any day, shall be paid at time rates until the stock arrives or the work resumes.
- (9) Rover on Mutton Chain  
On mutton chains consisting of 13 people or more who are members of the slaughtering team, the employer shall select one slaughter person to act as a rover who shall be paid the same earnings as the slaughtering team, but for whom no constant unit rate shall be claimed by the employer.
- (10) Liberty is reserved to the parties to apply at any time to vary the provisions of this clause in respect of the application of a constant unit rates system of operation for the slaughtering of horses, mules and donkeys.
- (11) The parties to this award shall review the constant unit rates values prescribed in this clause no later than 30 September of each year.

#### 58. - CLASSIFICATIONS AND WAGE RATES

- (1) The following shall be the minimum weekly rates of wages payable to employees under this award who, for the purpose of this clause, shall be graded pursuant to the definitions contained and described in each subclause hereunder.

##### Career Progression and Promotion:

- (a) The skills required in the establishment are broadly grouped in levels are detailed below. Employees working under these classifications shall work in any or all range of jobs within a level to the extent of their training, skills and qualifications. This may involve an employee working in a number of sections or departments depending upon work requirements including to meet short-term operational requirements.
- (b) Employees shall be employed to carry out such duties as may be directed by the employer from time to time subject to the limits of their skills, competence and training.
- (c) An employee may at any time carry out such duties and use tools and equipment as may be directed by the employer provided that the employee has been properly trained in the use of such tools and equipment.
- (d) Any direction given by the employer in accordance with any of the above shall be consistent with the employer's obligations under the *Occupational Safety and Health Act 1984*.
- (2) Adult Wage Rates

Classification Group	Minimum Rate PerWeek	Minimum Rate PerHour
<u>RW - LEVEL 1</u>	\$679.90	\$17.89
<u>RW - LEVEL 2</u>	\$685.50	\$18.04
<u>RW - LEVEL 3</u>	\$715.50	\$18.83
<u>RW - LEVEL 4</u>	\$741.00	\$19.50
<u>RW - LEVEL 5 *</u>	\$778.90	\$20.50
<u>RW - LEVEL 6</u>	\$806.70	\$21.23

\* Key classification rate

- (3) Skills and Classification Structure

**(a) RETAIL WORKER - LEVEL 1**

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months. At this level an employee performs routine duties essentially of a manual nature and to the level of their training -

**Skills / Duties -**

- \* Works under direct supervision.
- \* Exercises minimal judgement.
- \* Works to defined procedures.
- \* May perform general labouring and cleaning duties.
- \* Is undertaking on the job training that shall include basic hygiene requirements, health and safety requirements as well as basic safe working practices and basic industrial relations procedures, for an initial period not exceeding three months.

**Job Description -** The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Labourer with less than 3 months service.

**(b) RETAIL WORKER - LEVEL 2**

An employee at this level shall undertake structured on and / or off the job training for a period of not more than 3 months to enable the employee to perform work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 1 and to the level of their training -

**Skills / Duties** - In addition to the skills / duties required at Level 1, the following skills are required at this level -

- \* Shall have less than twelve months experience in a retail establishment.
- \* Performs routine duties, essentially of a manual nature.
- \* Works under routine supervision either individually or in a team environment.
- \* Exercises discretion within their level of skills and training.
- \* Posses a greater knowledge of hygiene requirements and may also use a range of basic hand tools.

And may :

**Job Description** - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Cleaner.
2. Counter hand undergoing training.
3. Wrapper / packer undergoing training

**(c) RETAIL WORKER - LEVEL 3**

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 2 and to the level of their training -

**Skills / Duties** - In addition to the skills / duties required at Level 2, the following skills are required at this level -

- \* Shall have more than twelve months experience in a retail establishment.
- \* Exercise discretion within the scope of this level.
- \* Possess and utilise numeracy and literacy skills.
- \* Have responsibility for the quality of their work subject to routine supervision.
- \* Possess limited customer service skills.
- \* Have a sound understanding of hygiene requirements.
- \* Is receiving training to develop skills in wrapping, weighing, packing, sealing, labelling and slicing.
- \* Is receiving training on basic packaging machinery/equipment.

**Job Description** - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

**(d) RETAIL WORKER - LEVEL 4**

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 3 and to the level of their training -

**Skills / Duties** - In addition to the skills / duties required at Level 3, the following skills are required at this level -

- \* Exercise discretion within the scope of this level.
- \* Possess and utilise numeracy and literacy skills.
- \* Have responsibility for the quality of their work.
- \* Possess effective interpersonal skills in providing advice to customers.
- \* Have a sound understanding of hygiene requirements.
- \* Have skills in wrapping, weighing, packing, sealing, labelling and slicing.
- \* Can competently operate relevant packing machinery/equipment.
- \* Has a superior knowledge of hygiene requirements.
- \* Has a sound knowledge of customer enquiries by explaining product feature/benefits and cooking information.

**Job Description** - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Wrapper / packer with customer service skills.
2. Skilled counterhand.

**(e) RETAIL WORKER - LEVEL 5**

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, which may include the attainment of a relevant trade qualification or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 4 and to the level of their training -

**Skills / Duties** - In addition to the skills / duties required at Level 4, the following skills are required at this level -

- \* Shall be responsible for assessing the quality of their own and others work.
- \* Works under little supervision.

(e) **RETAIL WORKER - LEVEL 5** —*continued*

- \* Assists in the provision of on the job training to a limited degree.
- \* Have a detailed knowledge of quality assurance and customer specifications.
- \* Possess and utilise numeracy and literacy skills.
- \* Completed an apprenticeship of equivalent.
- \* Possess and utilise superior knife skills.

**Job Description** - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. Trades person Butcher.

(f) **RETAIL WORKER - LEVEL 6**

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level and holds an appropriate trade qualification. At this level an employee performs work above and beyond the skills of an employee at Level 5 and to the level of their training -

**Skills / Duties** - In addition to the skills / duties required at Level 5, the following skills are required at this level -

- \* Train other employees
- \* Has obtained appropriate and relevant quality assurance accreditation and detailed knowledge of quality assurance and customer specification.

**Job Description** - The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform -

1. First shop person.

(4) Apprentices:

The rates of wages to be paid to apprentices shall be based on the following percentage to the key classification rate:

(a)	Four year term	%
	First year	40
	Second year	50
	Third year	75
	Fourth year	95
(b)	Three year term	%
	First year	50
	Second year	75
	Third year	95

(5) Junior employees:

(a) Other than drivers of motor vehicles, the minimum weekly wage rates for juniors shall be based on the following percentage of the total adult wage applicable to the classification in which they are employed:

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

(b) The minimum weekly wage rates for junior employees employed as drivers of motor vehicles shall be based on the following percentage of the total adult wage for the capacity of the vehicle being driven:

	%
Under 19 years of age	70
19 to 20 years of age	80
20 and over years of age	100

2015 WAIRC 00654

**Mental Health Nurses' Consolidated Award 1981 No. 13 of 1947**

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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 AND ALLOWANCES

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

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

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

- (1) Registered Mental Health Nurses, Enrolled Mental Health Nurses, and Student Mental Health Nurses shall be paid the weekly wages as set out hereunder:

	\$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse			
(i) Student Nurse Adult			
1st year of training			679.90
2nd year of training			679.90
3rd year of training	382.80	317.60	700.40
Student under 21 years of age			
1st year of training	316.40	228.30	544.70
2nd year of training	334.30	241.20	575.50
3rd year of training	356.40	257.10	613.50
4th year of training	380.50	274.50	655.00
(ii) Level 1	\$ Per Week		
1st year of service	445.10	321.10	766.20
2nd year of service	458.10	323.90	782.00
3rd year of service	476.50	325.00	801.50
4th year of service	495.30	326.00	821.30
5th year of service	509.60	324.70	834.30
6th year of service	526.60	325.60	852.20
7th year of service	547.00	326.80	873.80
(iii) Level 2			
1st year of service	581.00	330.80	911.80
2nd year of service	597.00	331.70	928.70
3rd year of service	619.60	332.90	952.50

	\$ Per Week	ASNA	TOTAL
(iv) Level 3			
1st year of service	667.00	333.50	1000.50
2nd year of service	686.10	334.50	1020.60
3rd year of service	702.40	335.40	1037.80
(v) Community Mental Health Nurses			
1st year of service	619.60	332.90	952.50
2nd year of service	631.00	333.50	964.50
3rd year of service	646.70	334.40	981.10
4th year of service	662.20	333.20	995.40
(vi) Community Mental Health Nurse with a post basic certificate			
1st year of service	631.00	333.50	964.50
2nd year of service	646.70	334.40	981.10
3rd year of service	662.20	333.20	995.40
4th year of service	684.50	334.50	1019.00
(vii) Community Mental Health Administrative Nurse	697.10	335.10	1032.20
(viii) Community Mental Health Nurse with a post basic certificate	713.50	336.00	1049.50

- (b) (i) Progression through the increments for a registered mental health nurse classified at Level 1 shall occur by annual increments.
- (ii) Progression for all other classifications for which there is more than one wage point, shall be by annual increments, subject to a satisfactory performance appraisal.
- (c) Where an employee is appointed to a position, previous relevant nursing experience at that level, or in a similar level under a differing career structure, shall be taken into account for determining the appropriate increment level.
- (d) The onus of proof of previous experience shall rest with the employee.

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

	\$ Per Week	ASNA	TOTAL
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(e) Enrolled Mental Health Nurse			
(i) Student Enrolled Mental Health Nurse			
Adult Student			
1st year of training			679.90
Thereafter			679.90
Student under 21 years			
1st year of training	316.40	228.30	544.70
Thereafter	334.30	241.20	575.50
(ii) Registered Enrolled Mental Health Nurse			
1st year of service	399.20	318.60	717.80
2nd year of service	407.50	318.90	726.40
Thereafter	416.30	319.40	735.70

- (f) Provided that a student nurse in his/her first year of training shall only proceed to the next increment point in sub-paragraph (i) of paragraph (a) of subclause (1) of this clause upon passing the required examination.
- (2) (a) Registered General Nurses undertaking training to obtain the Mental Health Nurses Certificate shall be paid the rate prescribed in the Nurses (Public Hospitals) Award 1988 for a Level 1, 2nd year Registered Nurse for the duration of such training.
- (b) Provided that a Registered Enrolled Nurse, Registered Enrolled Mental Health Nurse, Mothercraft Nurse or Dental Nurse shall be paid the 2nd year rate of pay for an Adult Student Mental Health Nurse during the first and second year.
- (c) Notwithstanding paragraph (b) of subclause (2) of this clause the Director may for the purpose of fixing a rate of pay for a Registered Enrolled Nurse, Registered Enrolled Mental Health Nurse, Mothercraft Nurse or Dental Nurse undertaking Mental Health Nurse training take into account previous psychiatric nursing experience.
- (3) In addition to the rate prescribed in subclause (1) of this clause an allowance, equivalent to 20% of the difference between the rate prescribed in subclause (1) of this clause for a Level 1, 7th increment nurse and the rate prescribed in subclause (1) of this clause for a Level 2, 2nd increment nurse shall be paid per shift to a Nurse when employed as Evening or Night Supervisor at Graylands, Heathcote or Lemnos between the hours of 3.45pm and 7.30am or as the Nurse in Charge at Whitby Falls Hostel between the hours of 3.30pm and 7.00am. In the case of locations working a four days on/two days off roster the allowance paid shall be 21.43% of the rate difference as previously defined in this subclause. This allowance shall be included in and form part of the ordinary rate.

- (4) In addition to the rate prescribed in subclause (1) of this clause, an allowance equivalent to 10% of the difference between the rate prescribed in subclause (1) of this clause for the Level 2 Nurse in their first year of service and the rate prescribed in subclause (1) of this clause for a Level 3 Nurse in their first year of service, shall be paid per shift to nurses who at 3.45pm or 11.45pm take charge of a ward. In the case of locations working four days on/two days off roster the allowance paid shall be 10.71% of the rate difference as previously defined in this subclause. This allowance shall be included in and form part of the ordinary rate but shall not be cumulative on the allowance prescribed in subclause (4) of this clause. The provisions of this clause shall not be cumulative upon any entitlement provided in Clause 20. - Higher Duties of this award.
- (5) All ordinary time worked on any shift in excess of ten hours shall be paid for at the rate of time and a half.
- (6) In addition to the ordinary wages prescribed in this Clause special allowances as set out in this subclause shall be paid to nurses as follows:
- (a) A nurse holding a post graduate tertiary qualification obtained from a recognised college of nursing, university or college of advanced education and required in his/her employment:
- |                          | \$ Per Week |
|--------------------------|-------------|
| (i) six months study     | 19.40       |
| (ii) twelve months study | 32.40       |
- (b) A nurse holding a post basic certificate endorsed by the Nurses' Board of Western Australia and required in his/her employment:
- |                          | Per Week\$ |
|--------------------------|------------|
| (i) six months study     | 10.80      |
| (ii) twelve months study | 15.00      |
- Provided that an educational qualification entitling the holder to an allowance under subclause (a) shall not attract an additional allowance under subclause (b).

2015 WAIRC 00655

**Metal Trades (General) Award**

## 4. - RATES OF PAY

4.1- MINIMUM ADULT AWARD WAGE

- 4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 4.1.2 The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- 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 –
- (1) Apply to all work in ordinary hours.
  - (2) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- 4.1.9 **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**  
(1) Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.

- (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.
- (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) 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.

#### 4.8 - WAGES AND SUPPLEMENTARY PAYMENTS

4.8.1 The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level specified in Clause 1.6 - Definitions and Classification Structure, shall be made up of a base rate, plus a supplementary payment, and safety net adjustment, giving a total award rate as follows:

(1) Wage Group	Base Rate Per Week \$	Supplementary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
Level C14	284.80	40.60	354.50	679.90
Level C13	299.50	42.60	355.40	697.50
Level C12	319.20	45.40	356.70	721.30
Level C11	337.40	48.10	357.90	743.40
Level C10	365.20	52.00	361.70	778.90
Level C 9	383.50	54.60	362.90	801.00
Level C 8	401.70	57.20	364.00	822.90
Level C 7	420.00	59.80	363.10	842.90
Level C 6	456.50	65.00	365.40	886.90
Level C 5	474.80	67.60	366.60	909.00

#### (2) Supplementary Payments

- (a) Where an employee is in receipt of a rate of pay which exceeds the Total Rate Per Week prescribed 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, fares 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.

#### 4.8.2 (1) Leading Hands:

In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid per week –

(a) If placed in charge of not less than three and not more than 10 other employees	\$ 30.60
(b) If placed in charge of more than 10 and not more than 20 other employees	46.70
(c) If placed in charge of more than 20 other employees	60.40

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

#### 4.8.3 Apprentices:

Wage per week expressed as a percentage of the Level C10 Engineering Tradesperson's rate which includes a supplementary payment and arbitrated safety net adjustment.

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

## 4.8.4 Junior Employees:

Under 16 years of age	40% of adult minimum wage
16 years of age	50% of adult minimum wage
17 years of age	60% of adult minimum wage
18 years of age	70% of adult minimum wage

Wage per week for 19 and 20 years of age is expressed as a percentage of Level C13 base rate which includes a supplementary payment and arbitrated safety net adjustment.

	%
19 years of age	78.5
20 years of age	93

4.8.5 A casual employee shall be paid 25 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed.

## 4.8.6 Tool Allowance:

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

- (a) \$16.70 per week to such tradesperson; or
- (b) in the case of an apprentice a percentage of \$16.70 being the percentage which appears against the year of apprenticeship in 4.8.3;

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

- (2) Any tool allowance paid pursuant to 4.8.6(1) shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.
- (3) An employer shall provide for the use of tradesmen or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (4) A tradesman or apprentice shall replace or pay for any tool supplied by the employer if lost through the employee's negligence.

4.8.7 An employee employed in rock quarries, limestone quarries or sand pits shall be paid an allowance of \$27.00 per week to compensate for dust and climatic conditions when working in the open and for deficiencies in general amenities and facilities, but an employee so employed for not more than three days shall be paid on a pro rata basis.

This subclause shall not apply to employees employed by Cockburn Cement Limited.

## 4.8.8 Structural Efficiency:

- (1) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from structural efficiency adjustments, employees are to perform a wider range of duties which is incidental or peripheral to their main tasks or functions.
- (2) 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.
- (3) 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 4.8.8(2) shall be processed through that consultative mechanism and procedures.
- (4) Measures raised for consideration consistent with 4.8.8(2) shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award and, subject to Clause 2.2 - Training, matters concerning training and, subject to 4.8.8(5), any other measures consistent with the objectives of 4.8.8(2).
- (5) 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:-
  - (a) the changes shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;
  - (b) the majority of employees affected by the change at the plant or enterprise must genuinely agree to the change;
  - (c) no employee shall lose income as a result of the change;
  - (d) the relevant union or unions must be a party to the agreement;
  - (e) the relevant union or unions shall not unreasonably oppose any agreement;
  - (f) any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a schedule to this Award or a Section 41 Industrial Agreement and take precedence over any provision of this Award to the extent of the inconsistency.
- (6) Any disputes arising in relation to the implementation of 4.8.8(3) and 4.8.8(4) shall be subject to the provisions of Clause 7. - Dispute Resolution Procedure, of this Award

4.9 - TRAINEESHIPS

## 4.9.1 Scope:

- (1) This clause shall apply to persons:
  - (a) who are undertaking a Traineeship (as defined); and
  - (b) who are employed in an industry and in a classification covered by this Award.
- (2) This clause does not apply to the Apprenticeship system.

## 4.9.2 Objectives:

- (1) This clause facilitates a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of Trainees;
- (2) This clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme; and
- (3) Existing full-time employees shall not be displaced from employment by a Trainee.

## 4.9.3 Definitions:

"Appropriate State Legislation" means the *Industrial Training Act 1975*, or any successor legislation.

"Approved Training" means training which is specified in the Trainee Plan which is part of the Training Agreement registered with the State Training Authority. It includes training undertaken both on and off the job, in a Traineeship and shall involve formal instruction both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved and accredited by the State Training Authority.

"Traineeship" means a system of training which has been approved by the State Training Authority and includes full time traineeships and part-time traineeships including school-based traineeships.

"Traineeship Agreement" means an agreement made subject to the terms of this Award between an employer and the Trainee for a Traineeship and which is registered with the State Training Authority. A traineeship agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.

"Trainee Plan" means a programme of training which forms part of a Training Agreement registered with the State Training Authority.

"Traineeship Scheme" means a scheme for employees employed in industries covered by this Award and approved by the Training Authority after consultation and negotiation with the relevant union.

## 4.9.4 Training Conditions:

- (1) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.
- (2) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, provided that if the Traineeship Agreement is not in a standard format, a Traineeship shall not commence until the Traineeship Agreement has been registered with the Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on the job training.
- (3) The employer shall provide an appropriate level of supervision in accordance with the Traineeship Agreement during the traineeship period.
- (4) The overall training programme will be monitored by officers of the Training Authority and training records or work books shall be provided, if required to be utilised as part of this monitoring process.

## 4.9.5 Employment Conditions:

- (1) A Trainee shall be engaged as a full-time employee for a maximum of one (1) year's duration, except in respect of AQF III and AQF IV traineeships which may extend up to two (2) years full time, provided that a Trainee shall be subject to a satisfactory probation period of one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme. A part-time trainee shall be engaged in accordance with the provisions of 4.9.6(5).
- (2)
  - (a) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned and to the Training Authority.
  - (b) An employer who decides not to continue the employment of a Trainee upon the completion of the traineeship shall notify, in writing, the Training Authority of that decision.
- (3) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement and the Trainee will attend such training.
- (4) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service for the purposes of this Award.
- (5) All other terms and conditions of this Award that are applicable to the Trainee or would be applicable to the Trainee but for this clause shall apply unless specifically varied by this clause.

- (6) A Trainee who fails to either complete the Traineeship or who cannot for any reason be placed in full-time employment with the employer on successful completion of the Traineeship shall not be entitled to any severance payment in accordance with Clause 2.1 - Contract of Service and Clause 2.3 - Redundancy, of this Award.
- (7) (a) Overtime and shift work shall not be worked by a Trainee except in circumstances where the section in which the trainee is receiving on the job training is required to work overtime, or the work of that section is normally carried out by shifts and there is satisfactory provision for approved training.
- (b) A Trainee shall not work overtime alone.
- (c) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by this Award.

## 4.9.6 Wages:

- (1) (a) The minimum rates of wages payable weekly to Trainees are as provided in 4.9.6(2), 4.9.6(4) and 4.9.6(5).
- (b) These wage rates will only apply to Trainees while they are undertaking an approved traineeship which includes approved training as defined in this clause.
- (c) The wages prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.
- (2) Traineeships.
- (a) Industry/Skill Level A:  
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Industry/Skill Level A.

**Highest Year of Schooling Completed**

<b>HIGHEST YEAR OF SCHOOLING</b>			
<b>School Leaver</b>	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
	201.00 (50%)* 234.00 (33%)	250.00 (33%) 279.00 (25%)	344.00
plus 1 year out of school	279.00	344.00	397.00
plus 2 years	344.00	397.00	465.00
plus 3 years	397.00	465.00	532.00
plus 4 years	465.00	532.00	
plus 5 years/more	532.00		

\* 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%.

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

**Highest Year of Schooling Completed**

<b>HIGHEST YEAR OF SCHOOLING</b>			
<b>School Leaver</b>	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
	201.00 (50%)* 234.00 (33%)	250.00(33%) 279.00(25%)	335.00
plus 1 year out of school	279.00	335.00	382.00
plus 2 years	335.00	382.00	450.00
plus 3 years	382.00	450.00	514.00
plus 4 years	450.00	514.00	
plus 5 years/more	514.00		

\* 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) 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**

<b>HIGHEST YEAR OF SCHOOLING</b>			
<b>School Leaver</b>	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	201.00 (50%)* 234.00 (33%)	250.00 (33%) 279.00 (25%)	331.00
plus 1 year out of school	279.00	331.00	364.00
plus 2 years	331.00	364.00	417.00
plus 3 years	372.00	417.00	468.00
plus 4 years	417.00	468.00	
plus 5 years/more	468.00		

\* 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%.

- (3) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:
- include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;
  - include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10; and
  - not include any period during a calendar year in which a year of schooling is completed.
- (4) **AQFIV Traineeships**  
Trainees undertaking an AGFIV traineeship shall receive the relevant weekly wage rate for AQFIII trainees at Skill/Industry Levels A, B and C as applicable with the addition of 3.8% of that wage rate.
- (5) **Part time and School Based Trainees**
- This subclause shall apply to trainees who undertake a traineeship on a part time basis, or as a School Based trainee, by working less than full time hours and by undertaking the approved training at the same or lesser training time than a full time trainee.
  - School Based Trainees will receive the relevant wage rate at Skill/Industry Levels A, B and C as applicable, as for School Leavers.
  - The minimum weekly rate of pay for part time and school based trainees shall be calculated by taking the full time rates expressed above multiplied by 1.25. This minimum weekly rate of pay for part time and school based trainees is then divided by 38 in accordance with section 10 of the *Minimum Conditions of Employment Act 1993* to produce a minimum hourly rate of pay.
- (6) **Completed Traineeship - Continued Junior Employment**  
Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to the Traineeship Scheme, the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 1.6 - Definitions and Classification Structure, of this Award, and the wage rate relevant thereto as prescribed in Clause 4.8 - Wages 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.

**4.9.7 Industry/Skill Levels**

The industry skill levels referred to in 4.9.6 are those described in General Order made by the Commission from time to time setting the minimum rates of pay for apprentices for the purposes of the *Minimum Conditions of Employment Act 1993* pursuant to section 50A of the Act.

**PART 2 - CONSTRUCTION WORK****13. - WAGES**

- 13.1 (1) Subject to Clause 15.1 - Special Allowances and Provisions of this PART of the Award the ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.
- (2) The ordinary weekly wage of an employee (other than an apprentice) shall consist of the base rate, special payment and the Safety Net Adjustment as applicable, as set out in 13.2.
- 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.

13.2	(1)	Classification	Base Rate \$	Special Payment Adjustment \$	Arbitrated Safety Net \$	Total Rate Per Week \$
	(a)	Instrumentation and Controls Tradesperson	423.80	96.00	365.40	885.20
	(b)	Instrument Tradesperson - Complex Systems	386.60	84.90	362.70	834.20
	(c)	Instrument Tradesperson	380.10	80.10	364.20	824.40
	(d)	Scientific Instrument Maker	380.10	80.10	364.20	824.40
	(e)	Welder - Special Class	371.40	80.10	363.70	815.20
	(f)	Welder	362.90	80.10	363.20	806.20
	(g)	Electrician - Special Class	386.60	84.90	362.70	834.20
	(h)	Electrical Fitter	362.90	80.10	363.20	806.20
	(i)	Electrical Installer	362.90	80.10	363.20	806.20
	(j)	Boilermaker	362.90	80.10	363.20	806.20
	(k)	Tradesperson the greater part of whose time is occupied in marking off and/or template making	367.10	80.10	363.50	810.70
	(l)	Mechanical Tradesperson - Special Class	386.60	84.90	362.70	834.20
	(m)	Tradesperson	362.90	80.10	363.20	806.20
	(n)	Pipe Fitter	362.90	80.10	363.20	806.20
	(o)	Fitter - Refrigeration	362.90	80.10	363.20	806.20
	(p)	Fitter - Window Frame	362.90	80.10	363.20	806.20
	(q)	Motor Mechanic	362.90	80.10	363.20	806.20
	(r)	Machinist - Engineering: First Class	362.90	80.10	363.20	806.20
		Second Class	327.20	66.80	358.40	752.40
	(s)	Certificated Rigger or Scaffolder	345.70	68.90	359.50	774.10
	(t)	Rigger or Scaffolder - Other	334.70	67.70	358.90	761.30
	(u)	Tool and Material Storesperson	322.90	65.80	358.10	746.80
	(v)	Tradesperson's Assistant	310.20	64.30	357.30	731.80
	(w)	Tradesperson's Assistant - who from time to time uses a grinding machine	311.70	65.80	357.40	734.90
	(x)	Lagger - first 6 months' experience	310.20	63.40	357.20	730.80
		2nd and 3rd six months' experience	311.70	65.40	357.40	734.50
		4th and 5th six months' experience	315.90	65.60	357.60	739.10
		thereafter	317.40	66.60	357.80	741.80
	(y)	Grinder using portable machine	315.90	65.70	357.70	739.30
	(z)	Crane Attendant and Dogman	334.70	67.70	358.90	761.30
	(aa)	Labourer	291.60	62.10	356.10	709.80

- (2) A certificated rigger, other than a leading hand, who in compliance with the provisions of the regulations made pursuant to the *Occupational Safety and Health Act 1984*, is responsible for the supervision of other employees shall be deemed to be a leading hand and be paid the additional rate prescribed for a leading hand placed in charge of not less than three (3) and not more than ten (10) other employees.

13.3 The ordinary weekly wage of an apprentice shall be calculated by applying the percentage applicable under 4.8.3 of Clause 4.8 - Wages and Supplementary Payments of PART 1 - GENERAL of this Award to the rate prescribed for a "Tradesperson" in 13.2 for the construction work upon which he or she is engaged.

#### 13.4 Construction Allowances

- (1) In addition to the appropriate rates of pay prescribed in this clause an employee shall be paid -
- \$54.00 per week if the employee is engaged on the construction of a large industrial undertaking or any large civil engineering project.
  - \$48.60 per week if the employee is engaged on a multi-storeyed building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which such employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.
  - \$28.50 per week if the employee is engaged otherwise on construction work falling within the definition of construction work in Clause 1.6 - Definitions and Classification Structure of PART 1 - GENERAL of this Award.
- (2) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.

## 13.5 Leading Hands

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

	\$
(1) If placed in charge of not less than three (3) and not more than ten (10) other employees	30.60
(2) If placed in charge of more than ten (10) and not more than twenty (20) other employees	46.70
(3) If placed in charge of more than twenty (20) other employees	60.40

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

- (a) \$16.70 per week to such tradesperson; or
- (b) In the case of an apprentice a percentage of \$16.70 being the percentage which appears against their year of apprenticeship in 4.8.3 of Clause 4.8 - Wages and Supplementary Payments of PART 1 - GENERAL (subject to Clause 12.2 - Apprentices of PART 2) of this Award,

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.

- (2) Any tool allowance paid pursuant to 13.6(1) shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.
- (3) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (4) A tradesperson or an apprentice shall replace or pay for any tools supplied by their employer if lost through their negligence.

## 13.7 A casual employee shall be paid 25 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he or she is employed.

## 13.8 Minimum Adult Award Wage

## (1) No employee aged 21 or more shall be paid less than the 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 \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.

## (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.

## (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 3  
ABB POWER TRANSMISSION PTY LTD

1 . - SCOPE

The provisions of this Appendix shall apply only to those employees employed by ABB Australia Pty Ltd and engaged in the callings referred to herein.

2 . - DEFINITIONS

**"Coil Winder - Fourth Class"** means an employee employed as such by ABB Australia Pty Ltd and who, under supervision, is engaged in winding coils.

**"Coil Winder - Third Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had a minimum of six months' experience as a coil winder - fourth class and under supervision winds coils of any size or category commonly manufactured by the distribution transformer industry.

**"Coil Winder - Second Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had a minimum of three years' experience as a coil winder - third class and is competent to wind all categories of coils generally manufactured by the distribution transformer industry.

**"Coil Winder - First Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had either:

- (a) a minimum of two years' experience as a coil winder - second class and is competent and required to wind section and helical coils, continuous, spiral and interleaved disc coils; or
- (b) on engagement has a minimum of five (5) years' continuous experience in the power transformer industry and is competent and required to wind section and helical coils, continuous, spiral and interleaved disc coils.

**"Core Builder - Second Class"** means an employee employed as such by ABB Australia Pty Ltd either:

- (a) in stacking core laminations to produce cores of any size, provided that in the case of a female employee the size of a core shall not exceed 3 MVA; or
- (b) in the production of single phase wound cores on a core winding machine.

**"Core Builder - First Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had a minimum of one year's experience as a core builder - second class and is competent either:

- (a) in stacking core laminations on all transformers provided that in the case of a female employee the size of the transformer shall not exceed 3 MVA; or
- (b) in the production of three phase wound cores on a core winding machine.

**"Insulation Processor - Third Class"** means an employee employed as such by ABB Australia Pty Ltd and who under supervision is training as an insulation processor - second class.

**"Insulation Processor - Second Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had a minimum of one year's experience as an insulation processor - third class and produces, under supervision, all the insulation components required for coil winding and assembly of any transformer.

**"Insulation Processor - First Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had a minimum of two (2) years' experience as an insulation processor - second class and is competent and required:

- (a) to produce from drawings all insulation components for coil winding and assembly of any transformer; and
- (b) to operate such equipment as is necessary to produce that insulation.

**"Transformer Assembler - Fourth Class"** means an employee employed as such by ABB Australia Pty Ltd and who under supervision assembles transformers.

**"Transformer Assembler - Third Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had a minimum of six months' experience in assembling transformers as a transformer assembler - fourth class and is competent and required to assemble any transformer under 1500 KVA from drawings and under supervision any other size transformer as required.

**"Transformer Assembler - Second Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had a minimum of two years' experience in assembling transformers as a transformer assembler - third class and is competent and required to assemble from drawings any transformer under 5 MVA 66 KV "off load tapchanger range" and under instruction assembles any other size transformer as required.

**"Transformer Assembler - First Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had either -

- (a) a minimum of three (3) years' experience as a transformer assembler - second class; or
- (b) five (5) years' continuous experience in the power transformer industry,

and is competent and required to assemble "on load tapchanger range" transformers and any transformer of a minimum of 5 MVA 66 KV "off load tapchanger range".

**"Transformer Tanker - Second Class"** means an employee employed as such by ABB Australia Pty Ltd and who under supervision tanks distribution transformers.

**"Transformer Tanker - First Class"** means an employee employed as such by ABB Australia Pty Ltd and who has had a minimum of six months' experience in tanking distribution transformers as a transformer tanker - second class and is competent and required to tank all transformers up to 1500 KVA and under supervision any other size transformer as required.

**"Transformer Protective Coating Employee - Second Class"** means an employee employed by ABB Australia Pty Ltd and engaged under supervision in the protective coating of all components used in the manufacture of transformers.

**"Transformer Protective Coating Employee - First Class"** means an employee employed by ABB Australia Pty Ltd and who has had a minimum of two years' experience as a transformer protective coating employee - second class and is competent and required to protective coat by any means all components used in the manufacture of transformers.

3. - WAGES

- (a) The minimum total wage payable weekly to adult employees classified herein shall be as follows:

	Base Rate Per Week \$	Supplementary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
Adult Employees:				
Wage Group C10	365.20	52.00	361.70	778.90
Coil Winder 1st Class				
Transformer Assembler 1st Class				
Wage Group C11	337.40	48.10	357.90	743.40
Coil Winder 2nd Class				
Transformer Assembler 2nd Class				
Transformer Protective				
Coating 1st Class				
Insulation Processor 1st Class				
Wage Group C12	319.20	45.40	356.70	721.30
Coil Winder 3rd & 4th Class				
Core Builder 1st Class				
Insulation Processor 2nd Class				
Transformer Protective Coating 2nd Class				
Transformer Assembler 3rd Class				
Transformer Tanker 1st Class				
Wage Group C13	299.50	42.60	355.40	697.50
Core Builder 2nd Class				
Insulation Processor 3rd Class				
Transformer Assembler 4th Class				
Transformer Tanker 2nd Class				

- (b) The amount payable to any employee pursuant to the supplementary payment provisions of this clause:

- (i) shall be for all purposes of this Award;
- (ii) shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the supplementary payment provisions of this subclause, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement.

- (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.

**2015 WAIRC 00656****Mineral Sands Industry Award 1991****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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) Mineral Sands Employee:
- |          | Base<br>Rate\$ | Supplementary Payment<br>Per Week\$ | Minimum Rate\$ | Arbitrated Safety<br>Net Adjustment\$ | Total<br>Wage\$ |
|----------|----------------|-------------------------------------|----------------|---------------------------------------|-----------------|
| Level 1  | 292.20         | 96.40                               | 388.60         | 358.10                                | 746.70          |
| Level 2  | 310.50         | 102.40                              | 412.90         | 359.40                                | 772.30          |
| Level 3  | 328.80         | 108.40                              | 437.20         | 362.90                                | 800.10          |
| Level 4  | 347.00         | 114.50                              | 461.50         | 364.20                                | 825.70          |
| Level 5  | 365.20         | 120.50                              | 485.70         | 363.50                                | 849.20          |
| Level 6  | 383.40         | 126.60                              | 510.00         | 364.80                                | 874.80          |
| Level 7  | 401.70         | 132.60                              | 534.30         | 366.10                                | 900.40          |
| Level 8  | 419.90         | 138.70                              | 558.60         | 367.50                                | 926.10          |
| Level 9  | 438.30         | 144.60                              | 582.90         | 368.90                                | 951.80          |
| Level 10 | 456.50         | 150.70                              | 607.20         | 370.20                                | 977.40          |
- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (c) The relativities between the respective levels are determined by reference to the Minimum Rate (i.e. Base Rate plus Supplementary Payment).
- (2) Employees employed within the structure/levels within this clause shall perform work to the level of their competence in accordance with the definitions and training programmes set out in Clauses 17. - Definitions and 26. - Implementation/Training, of this award. Agreed levels of training for each classification shall be established by the parties and will lead to employees being utilised to carry out any work within their skills and abilities safely and satisfactorily and subject at all times to any relevant statutory requirement as to licensing, training or other certification.
- (3) APPRENTICES (wage per week expressed as a percentage of the tradesperson's rate)
- |                              |    |
|------------------------------|----|
| Four year term -             | %  |
| First year                   | 42 |
| Second year                  | 55 |
| Third year                   | 75 |
| Fourth year                  | 88 |
| Three and a half year term - |    |
| First six months             | 42 |
| Next year                    | 55 |
| Next year                    | 75 |
| Final year                   | 88 |

Three year term -	%
First year	55
Second year	75
Third year	88

For the purposes of this subclause "tradesperson's rate" means the weekly wage rate for Level 5 in this clause. Provided, however, in the case of a person who, at the commencement of an apprenticeship is over the age of 21 years such person shall be paid not less than a Level 3.

(4) JUNIOR EMPLOYEES

- (a) Employees under the age of 18 years shall only be employed in accordance with the provisions of the Mines Regulations Act and Regulations.
- (b) Employees under 18 years of age shall be paid 65% of the appropriate adult rate.
- (c) Employees at 18 years of age shall be paid the appropriate adult rate.

(5) (a) Leading Hand - General

A leading hand is an employee who receives some supervision and in turn, assists and co-ordinates the work of other employees, who is appointed as such and who can exercise a limited discretion in making decisions, conducting of work, and matters affecting safety. Rate per week - \$21.20.

(b) Leading Hand - Shift Supervisor (Westralian Sands Only)

Is fully responsible for plant and site operations and who ensures compliance with safety standard rules as required in the Mines Regulations Act and/or by the Quarry or Registered Mine Manager in the absence of salaried staff. Rate per week \$69.20

(6) Tool Allowance

- (a) (i) Where an employer does not provide a tradesperson with the tools ordinarily required by that tradesperson the employer shall pay a tool allowance of \$12.10 per week to such tradesperson for the purpose of such tradesperson supplying, maintaining and insuring tools ordinarily required in the performance of the employee's work as a tradesperson.
- (ii) The list of basic tools tradespersons are required to supply is as agreed at an enterprise level. Any additional tools shall be supplied by the employer.
- (b) (i) The employer shall supply an apprentice with a basic apprentice tool kit upon engagement in lieu of a tool allowance being paid during the apprentice's first year of employment.
- (ii) The basic apprentice tool kit supplied to an apprentice shall be appropriate to the trade(s) of the apprentice and the content shall be agreed at an enterprise level.
- (iii) An apprentice who has completed one full year of employment shall be paid an allowance in the employee's second and subsequent years of employment. The allowance paid to an apprentice shall be a percentage of the rate paid to a tradesperson being the percentage which appears against the employee's year of apprenticeship in subclause (3) of this clause.
- (iv) The allowance paid to an apprentice is for the purpose of the apprentice supplementing, maintaining, and insuring tools ordinarily required in the performance of the employee's work as an apprentice.

(7) Construction Allowance Per Week

The amount of \$20.70 to be paid to an employee when engaged on any work directly related to major capital expenditure in connection with the construction/demolition of plant. This allowance is paid in recognition of special disabilities and conditions that are not normally associated with plant maintenance and operations. Such construction work will be as agreed between the employer and the union or unions concerned or, in the event of disagreement, the Western Australian Industrial Relations Commission declares to be construction work for the purpose of this award.

(8) Casual Employees

A casual employee shall be paid 20 per cent in addition to the appropriate weekly rate.

**2015 WAIRC 00657**

**Miscellaneous Workers' (Activ Foundation) Award**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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.

### 37. – WAGES

- (1) The following rate of wage payable to employees covered by this award shall be as set out hereunder:

(a) MISCELLANEOUS EMPLOYEES

	Base Rate per Week \$	Arbitrated Safety Net Adjustments Per Week \$	Total Rate Per Week \$
Level One:			
Comprehends the following classes of work:			
Domestic Residents' Aide			
1st year of employment	369.50	356.90	726.40
2nd year of employment	374.10	357.20	731.30
3rd year of employment and thereafter	378.00	357.40	735.40
Level Two:			
Comprehends the following classes of work			
Laundry Person			
Gardener			
1st year of employment	374.60	357.30	731.90
2nd year of employment	379.60	357.60	737.20
3rd year of employment and thereafter	383.80	357.80	741.60
Level Three:			
Comprehends the following classes of work:			
Handyperson			
1st year of employment	383.40	357.70	741.10
2nd year of employment	388.00	358.00	746.00
3rd year of employment and thereafter	392.00	358.20	750.20
Level Four:			
Comprehends the following classes of work:			
Cook			
1st year of employment	399.10	358.60	757.70
2nd year of employment	403.90	358.90	762.80
3rd year of employment and thereafter	408.30	359.20	767.50
Level Five:			
Comprehends the following classes of work			
Tradesperson Cook			
1st year of employment	454.80	363.80	818.60
2nd year of employment	459.10	364.10	823.20
3rd year of employment and thereafter	462.90	362.20	825.10

	Base Rate per Week \$	Arbitrated Safety Net Adjustments Per Week \$	Total Rate Per Week \$
(b) <u>HOUSE SUPERVISOR/MANAGER</u>			
House Supervisor			
Weekday rate	135.90	95.52	231.42
Weekend rate	236.90	136.31	373.21
House Manager			
Weekday rate	146.12	96.08	242.20
Weekend rate	247.22	136.88	384.10

- (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.

## 2015 WAIRC 00658

### Monumental Masonry Industry Award, 1989

#### 1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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) (a) The rates of wages payable to the employees covered by this Award (other than duly registered apprentices and junior employees) shall be as follows:

Classification	Minimum Weekly Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate (Exclusive of Industry Allowance) \$
Monumental Mason	365.20	52.00	361.70	778.90
Monumental Fixer	345.20	49.30	358.40	752.90
Monumental Employee Grade 4	318.90	45.50	356.70	721.10
A Grade 3 employee who has attained a high level of skill in at least one function or who is regularly required to perform more than two of the functions contained in Grade 3				
Monumental Employee Grade 3	301.40	43.00	355.60	700.00
Employee who has been performing work at Grade 2 level for more than six months				
Monumental Employee Grade 2				679.90
Employee who is performing one or more of the following functions and who has been performing such work for less than six months -				
- Primary Saw Operator				
- Secondary Saw Operator				
- Polishing Machine Operator				
- Stone Engraving Operator				
- Assistant Monumental Fixer				
- Monumental Concrete Moulder				
Monumental Employee Grade 1				679.90
Employee who is engaged to perform work not covered by any of the above classifications.				

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

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

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

- (2) Industry Allowance:

An industry allowance at the rate of \$14.70 per week shall be paid for all purposes to each adult employed in the workshop to compensate for the following disabilities associated with monumental masonry –

- (a) Working in wet conditions with water underfoot.
- (b) Working on dirty work.
- (c) The use of acid or other corrosive substances when cleaning down stone.
- (d) Working in a dusty atmosphere.

Before exercising a power of inspection the representative shall give notice of not less than 24 hours to the employer.

- (3) Leading Hands:

(a) An employee specifically appointed to be a leading hand who is placed in charge of –

- (i) not more than one employee, other than an apprentice, shall be paid \$14.00 per week; or
- (ii) more than one and not more than five other employees shall be paid \$31.10 per week; or
- (iii) more than five and not more than ten other employees shall be paid \$40.40 per week; or
- (iv) more than ten other employees shall be paid \$52.60 per week in each case, in addition to the rate prescribed for the highest classification of employee supervised or his/her own rate, whichever is the highest.

- (4) Apprentices:

- (a) (i) Wages per week - An apprentice shall receive the following percentage of the Monumental Mason's weekly minimum rate and industry allowance contained in subclauses (1) and (2) of this clause.

(aa)	Four year term -	%
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
(bb)	Three and a half year term -	%
	First six months	42
	Next year	55
	Next following year	75
	Final year	88
(cc)	Three year term -	%
	First year	55
	Second year	75
	Third year	88

(ii) Tool allowance (per week) - A tool allowance of one-third of the amount (if any) payable to a tradesperson shall be paid to an apprentice to that trade in his/her first year of apprenticeship and of two-thirds of that amount in his/her second year and of the same amount (if any) as is payable to a tradesperson in the remaining period of his/her apprenticeship.

(iii) Provision of Tools –

An employer may, by agreement with the apprentice's parent or guardian, elect to provide the apprentice with a kit of tools subject to establishing the value of the tools at the time of so providing, deduct the tool allowance until the cost of the kit of tools is reimbursed.

In the event of an apprentice being dismissed or leaving his/her employment before the cost of the tool kit has been reimbursed the employer shall be entitled to –

- (aa) deduct from any monies owing to the apprentice, the amount that is owing; or
- (bb) by agreement retain tools at the originally nominated value to the amount still owing.

(5) Junior Employees –

Wages per week - A junior employee shall receive the following percentage of the adult weekly minimum rate and industry allowance contained in subclauses (1) and (2) of this clause appropriate to the work performed.

Under 16 years	42%
16 years of age	55%
17 years of age	75%
18 years of age	88%
19 years of age	100%

(6) Tool Allowance (\$ per week) –

\$

(a) Monumental masons \$22.50

Tool allowance shall not be paid where the employer supplies an employee with all necessary tools.

(b) No other employee shall be required to supply tools.

(7) Casual Employees –

A casual employee shall receive a loading of 20% in addition to the rates prescribed in subclauses (1) and (2) of this clause.

(8) It is a term of this award arising from the decision of the Commission in Court Session in the State Wage Case of 17 June 1991, that the union will not pursue prior to 17 January 1992 any extra claims, award or overaward except when consistent with the State Wage Principles.

2015 WAIRC 00659

Motel, Hostel, Service Flats and Boarding House Workers' Award

21. – WAGES

Level	Classification	\$ per Fortnight
	Introductory	1359.90
Level 1	Food & Beverage Attendant Grade 1	1395.10
	Kitchen Attendant Grade 1	
	Guest Services Grade 1	
	Gardener	
	General Hand	
	Yardman	

Level	Classification	\$ per Fortnight
Level 2	Food & Beverage Attendant Grade 2	1448.10
	Cook Grade 1	
	Kitchen Attendant Grade 2	
	Night Porter	
	Storeperson Grade 1	
	Doorperson/Security Officer Grade 1	
	Guest Services Grade 2	
Level 3	Food & Beverage Attendant Grade 3	1486.80
	Cook Grade 2	
	Kitchen Attendant Grade 3	
	Guest Services Grade 3	
	Storeperson Grade 2	
	Timekeeper/Security Officer Grade 2	
	Handyperson Forklift Driver	
Level 4	Cook Grade 3	1557.90
	Storeperson Grade 3	
	Food & Beverage Attendant Grade 4 (Tradesperson)	
	Guest Service Grade 4	
Level 5	Cook Grade 4	1646.00
	Food & Beverage Supervisor	
	Guest Services Supervisor	
Level 6	Cook Grade 5	1685.90

## (2) Arbitrated Safety Net Adjustments

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

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

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

21A. - MINIMUM WAGE -ADULT MALES & FEMALES

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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.

**2015 WAIRC 00660**

**Motor Vehicle (Service Station, Sales Establishments, Rust Prevention and Paint Protection), Industry Award No. 29 of 1980**

**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- (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 rate of wages payable to employees under this award from the beginning of the first pay period commencing on or after 1st July 1998.

	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	359.40	9.4579
Motor Vehicle Industry Employee Level 2	376.10	9.8974
Motor Vehicle Industry Employee Level 3	398.60	10.4895
Motor Vehicle Industry Employee Level 4	419.50	11.0395

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

Provided that any increase in rates of pay flowing from implementation of the Minimum Rates Adjustment principle, may be absorbed into any existing overaward payment, insofar as that overaward payment is not being used for the purposes of absorption of Arbitrated Safety Net Adjustments.

- (b) The following shall be the minimum rate of wages payable to employees under this award from the beginning of the first pay period commencing on or after 1st November 1998.

	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	373.40	9.8263
Motor Vehicle Industry Employee Level 2	383.10	10.0816
Motor Vehicle Industry Employee Level 3	405.60	10.6737
Motor Vehicle Industry Employee Level 4	426.50	11.2237

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

- (c) The following shall be the minimum rate of wages payable to employees under this award from the beginning of the first pay period commencing on or after 1st March 1999.

	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	373.40	9.8263
Motor Vehicle Industry Employee Level 2	390.10	10.2658
Motor Vehicle Industry Employee Level 3	412.60	10.8579
Motor Vehicle Industry Employee Level 4	433.50	11.4079

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

- (d) The following shall be the minimum rate of wages payable to employees under this award on and from the commencement of the first pay period on or after 1 July 2015.

	Weekly Rate of Pay \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	373.40	306.50	679.90	17.89
Motor Vehicle Industry Employee Level 2	390.10	307.40	697.50	18.36
Motor Vehicle Industry Employee Level 3	412.60	308.70	721.30	18.98
Motor Vehicle Industry Employee Level 4	433.50	309.90	743.40	19.56

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

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

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

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

- (3) Junior Employees:

Junior employees shall be paid the following percentage of the Level 2 wage rate, inclusive of supplementary payments and arbitrated safety net adjustments, having regard to the age of the employee.

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

## (4) Casual Employees:

A casual employee shall be paid 20% in addition to the rates of pay prescribed in subclause (1) of this clause.

## (5) Leading Hands:

An employee appointed by the employer as a leading hand shall be paid the following amount, in addition to the ordinary rate of pay, for all purposes of the award:

	Rate Per Week \$
(a) If placed in charge of not less than three and not more than ten other employees	22.50
(b) If placed in charge of more than ten and not more than 20 other employees	34.60
(c) If placed in charge of more than twenty other employees	44.80

29. – TRAINEESHIPS

## (1) Scope

This clause shall apply to persons:

- (a) who are undertaking a traineeship (as defined); and
- (b) who are employed by an employer bound by this award.

## (2) Objective

- (a) The objective of this clause is to establish a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of trainees, particularly young people, and the long term unemployed.
- (b) Existing employees shall not be displaced from employment by trainees.

## (3) Definitions

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

"Relevant Award" means the Motor Vehicle (Service Station, Sales Establishments, Rust Prevention and Paint Protection) Industry Award No. 19 of 1980.

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

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

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

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

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

References in this award to "the relevant state training authority or NETTFORCE" shall be taken to be a reference to NETTFORCE in respect of a traineeship that is the subject of an interim approval but not a final approval by the relevant state training authority. NETTFORCE powers and functions stipulated in this award may be circumscribed and/or delegated by the terms of an agreement between NETTFORCE and a relevant state training authority. Reference to NETTFORCE within this clause will have no effect during the currency of the WA State Training Authority/NETTFORCE Memorandum of Agreement.

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

- (5) Training Conditions
- (a) The trainee shall attend an approved training course or training programme prescribed in the traineeship agreement or as notified to the trainee by the appropriate state training authority in accredited and relevant traineeship schemes or NETTFORCE if the traineeship scheme remains subject to interim approval.
  - (b) A traineeship shall not commence until the relevant traineeship agreement, made in accordance with a traineeship scheme, has been signed by the employer and the trainee and lodged for registration with the relevant state training authority or NETTFORCE, provided that if the traineeship agreement is not in a standard format a traineeship shall not commence until the traineeship agreement has been registered with the relevant state training authority or NETTFORCE. The employer shall ensure that the trainee is permitted to attend the training course or programme provided for in the traineeship agreement and shall ensure that the trainee receives the appropriate on-the-job training.
  - (c) Training shall be directed at:
    - (i) the achievement of key competencies required for successful participation in the workplace; and/or
    - (ii) the achievement of competencies required for successful participation in an industry or enterprise.
- (6) Employment Conditions
- (a) A trainee shall be engaged as a full-time employee for a maximum of one years' duration provided that a trainee shall be subject to a satisfactory probation period of up to one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the relevant state training authority or NETTFORCE the parties to a traineeship agreement may vary the duration of the traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant traineeship scheme.
  - (b)
    - (i) An employer shall not terminate the employment of a trainee without firstly having provided written notice of termination to the trainee concerned in accordance with the traineeship agreement and to the relevant state training authority or NETTFORCE. The written notice to be provided to the relevant state training authority or NETTFORCE shall be provided within five working days of termination.
    - (ii) An employer who chooses not to continue the employment of a trainee upon the completion of the traineeship shall notify, in writing, the relevant state training authority or NETTFORCE of its decision.
  - (c) The trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the traineeship agreement.
  - (d) Where the employment of a trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service the purposes of any relevant award or any other legislative entitlements.
  - (e)
    - (i) The traineeship agreement may restrict the circumstances under which the trainee may work overtime and shift work in order to ensure the training programme is successfully completed.
    - (ii) No trainee shall work overtime on their own unless consistent with the provisions of this award.
    - (iii) No trainee shall work shift work unless the parties to a traineeship scheme agree that such shift work makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for non-shift work trainees.
    - (iv) The trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by the relevant award, unless otherwise agreed by the parties to a traineeship scheme, or unless the relevant award makes specific provision for a trainee to be paid at a higher rate, in which case the higher rate shall apply.
  - (f) All other terms and conditions of the relevant award that are applicable to the trainee, or would be applicable to the trainee but for this clause, shall apply unless specifically varied by this clause.
  - (g) A trainee who fails to either complete the traineeship, or who cannot for any reason be placed in full-time employment with the employer on successful completion of the traineeship, shall not be entitled to any severance payments payable pursuant to termination, change and redundancy provisions or provisions similar thereto.
- (7) Wages
- (a)
    - (i) The minimum rates of wages payable weekly to trainees are as provided in subparagraph (iv) of this subclause.
    - (ii) These wage rates will only apply to trainees while they are undertaking an approved traineeship which includes approved training as defined in this clause.
    - (iii) The wage rates prescribed by this clause do not apply to completed trade level training which is covered by the apprenticeship system.
    - (iv) Skill Level B:  
Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level B.

SCHOOL LEAVER	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	208.00 (50%)	255.00 (33%)	339.00
	243.00 (33%)	291.00 (25%)	
plus 1 year out of school	291.00	339.00	397.00
plus 2 years	339.00	397.00	454.00
plus 3 years	397.00	454.00	520.00
plus 4 years	454.00	520.00	
plus 5 years	520.00		

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

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

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

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

- (b) The skill level of approved traineeships in the retail and wholesale industries has been agreed to be skill Level B.
- (c) For the purposes of this provision "out of school" shall refer only to periods out of school beyond year 10 or below, and shall be deemed to:
  - (i) include any period of schooling beyond year 10 or below which was not part of nor contributed to a completed year of schooling;
  - (ii) include any period during which a trainee repeats in whole or part a year of schooling beyond year 10 or below; and
  - (iii) not include any period during a calendar year in which a year of schooling is completed.
  - (iv) have effect on an anniversary date being January 1 in each year.
- (d) At the conclusion of the traineeship this clause ceases to apply to the employment of the trainee and the award shall apply to the former trainee.

## 2015 WAIRC 00661

### Municipal Employees (Western Australia) Interim Award 2011

#### 6. - MINIMUM ADULT AWARD WAGE

- 6.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 6.2 The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- 6.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 6.4 Unless otherwise provided in this clause adults 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.
- 6.5 Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award to the minimum adult award wage.
- 6.6 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.
- 6.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 6.8 Subject to this clause the minimum adult award wage shall –
  - 6.8.1 Apply to all work in ordinary hours.
  - 6.8.1 Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- 6.9 **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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.

#### 6.10 Adult Apprentices

- 6.10.1 Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
- 6.10.2 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.
- 6.10.3 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.
- 6.10.4 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.

16.1	Classification level	Relativity	16. - WAGES	
			Total maximum hourly rate	Total minimum weekly rate
		%	\$	\$
	level 1 (up to 38 hours)	78.5	17.41	661.70
	Above 38 hours	82.5	17.87	679.20
	Level 2	87.5	18.51	703.50
	Level 3	92.5	19.09	725.40
	Level 4	96.0	19.49	740.80
	Level 4A	100.0	20.01	760.50
	Level 5	102.5	20.31	771.60
	Level 6	110.0	21.18	804.70

#### 16.2 State minimum wage

- 16.2.1 The state minimum wage  
No employee shall be paid less than the state minimum wage.
- 16.2.2 Amount of state adult minimum wage
- (1) The state minimum wage for full-time adult employees not covered by 16.2.4 [special categories clause], is \$679.90 per week.
  - (2) Adults employed under a supported wage clause shall continue to be entitled to receive the wage rate determined under that clause. Provided that such employees shall not be paid less than the amount determined by applying the percentage in the supported wage clause applicable to the employee concerned to the amount of the minimum wage specified in 16.2.2(1).
  - (3) Adults employed as part-time or casual employees shall continue to be entitled to receive the wage rate determined under the casual and part-time clauses of the award. Provided that such employees shall not be paid less than pro rata the minimum wage specified in 16.2.2(1) according to the number of hours worked.
- 16.2.3 How the state minimum wage applies to juniors
- (1) The wage rates provided for juniors by this award continue to apply unless the amount determined under 16.2.3(2) is greater.
  - (2) The state minimum wage for an employee to whom a junior rate of pay applies is determined by applying the percentage in the junior wage rates clause applicable to the employee concerned to the relevant amount in 16.2.2.
- 16.2.4 Application of minimum wage to special categories of employee  
Due to the existing applicable award wage rates being greater than the relevant proportionate federal minimum wage, this clause has no application to employees undertaking a National Training Wage Traineeship, an Australian Traineeship, a Career Start Traineeship, a Jobskills placement or an apprenticeship.
- 16.2.5 Application of state minimum wage to award rates calculation
- (1) The state minimum wage:
    - (a) applies to all work in ordinary hours;
    - (b) applies to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave, and for all other purposes of this award.

#### 16.3 Junior employees

Junior employees: (Wage per week is expressed as a percentage of the total minimum rate of pay for either level 1 or level 2).

Age	%
Under 16 years of age	55
At 16 years of age	65
At 17 years of age	75
At 18 years of age	85
At 19 years of age	Adult rate

## 16.4 National Training Wage

The minimum rates of pay and conditions of employment applicable to Trainees shall be in accordance with Schedule E – National Training Wage as provided in the Modern *Local Government Industry Award 2010* as amended from time to time.

## 16.5 Apprentices

16.5.1 Apprentices: (Wage per week is expressed as a percentage of the level 4A rate).

(1)	4 year term	%
	First year	42
	Second year	55
	Third year	75
	Fourth year	88
(2)	3-1/2 year term	%
	First six months	42
	Next year	55
	Following year	75
	Final year	88
(3)	3 year term	%
	First year	55
	Second year	75
	Third year	88

## 16.6 Supported Wages

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

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

16.6.2 Accredited assessor means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system.

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

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

16.6.5 Assessment of capacity for the purpose of establishing the percentage of the award rate to be paid to an employee under this award, the productive capacity of the employee will be assessed in accordance with the supported wage system and documented in assessment instrument by:

- (1) The employer and a union party to the award, in consultation with the employee or, if desired by any of these;
- (2) the employer and an accredited assessor from a panel agreed by the parties to the award and the employee.

16.6.6 Lodgement of assessment instrument

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

16.6.7 Review of assessment

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

16.6.8 Other terms and conditions of employment

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

## 16.6.9 Workplace adjustment

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

## 16.6.10 Eligibility criteria

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

## 16.6.11 Supported wage rates

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

Assessed capacity	Prescribed award rate
%	%
10*	10
20	20
30	30
40	40
50	50
60	60
70	70
80	80
90	90

- (2) Provided that the minimum amount payable shall not be less than \$73.00 per week.
- (3) \*Where a person's assessed capacity is 10%, he/she shall receive a high degree of assistance and support.

## 16.6.12 Trial period

- (1) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this subclause for a trial period not exceeding twelve weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.
- (2) During that trial period the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.
- (3) The minimum amount payable to the employee during the trial period shall be no less than \$73.00 per week.
- (4) Work trials should include induction or training as appropriate to the job being trialled.
- (5) Where the employer and the employee wish to establish a continuing employment relationship following completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under 16.6.5.

2015 WAIRC 00662

**Musicians' General (State) Award 1985****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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 rates of wages payable to employees engaged under this Award shall be as follows:

**A WEEKLY EMPLOYEES:** (with a minimum payment of 3 hours for each call worked)

	Required to Accompany Artist Rate Per Hour \$	Total (Includes ASNA) Rate Per Hour \$	Not required to Accompany Artist Rate Per Hour \$	Total (Includes ASNA) Rate Per Hour \$
(a) rank and file musician	19.37	35.84	18.45	34.87
(b) leader in duo	23.25	39.94	22.14	38.77
(c) leader in trio or larger	25.82	42.65	24.59	41.35
(d) musician performing alone	22.76	39.42	21.68	38.27
(e) principal musician	22.28	38.91	21.22	37.80
(f) musician not otherwise provided for	19.37	35.83	18.45	34.86
(g) musical director	29.06	46.07	27.68	44.62

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

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

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

**B REGULAR PART-TIME WEEKLY EMPLOYEES:**

Regular part-time weekly employees shall receive 10% in addition to the rates provided for in subclause (1)A of this clause with a minimum payment of 3 hours for each call worked.

**C CASUAL EMPLOYEES:**

Casual employees shall receive 20% in addition to the rates provided for in subclause (1)A of this clause with a minimum payment of 3 hours for each call worked.

- (2) Employees engaged in specialty work shall receive 66 2/3% in addition to the rates prescribed in subclause (1) of this clause with a minimum payment of 3 hours for each call worked.
- (3) Where the Union and the employer agree that for a special reason rates and/or condition different from those prescribed should be accepted by an employee then such other rates or condition may be agreed upon.

**2015 WAIRC 00663**

**Nurses' (Aboriginal Medical Services) Award No. A 23 of 1987**

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.

- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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)
- | Classification            | Base Rate Per Week\$ | Arbitrated Safety Net Adjustments\$ | Total Rate\$ |
|---------------------------|----------------------|-------------------------------------|--------------|
| Registered Nurse Level 2  |                      |                                     |              |
| Year 1                    | 663.80               | 371.30                              | 1035.10      |
| Year 2                    | 675.88               | 369.82                              | 1045.70      |
| Year 3                    | 691.58               | 370.62                              | 1062.20      |
| Year 4                    | 724.60               | 372.60                              | 1097.20      |
| Registered Nurse Level 3  |                      |                                     |              |
| Year 1                    | 742.20               | 373.50                              | 1115.70      |
| Year 2                    | 758.70               | 374.40                              | 1133.10      |
| Year 3                    | 776.30               | 375.40                              | 1151.70      |
| Years 4                   | 794.70               | 376.50                              | 1171.20      |
| Registered Nurse Level 3A | 820.50               | 377.80                              | 1198.30      |
| Registered Nurse Level 4  |                      |                                     |              |
| Year 1                    | 884.25               | 381.45                              | 1265.70      |
| Year 2                    | 953.00               | 385.20                              | 1338.20      |
| Year 3                    | 1021.70              | 389.10                              | 1410.80      |
- (2) A registered nurse shall, in the case of a nurse working in an urban setting, be classified and paid within the range of a Registered Nurse Level 2 pursuant to subclause (1) of this clause.
- (3) A registered nurse shall:
- (a) in the case of a nurse working in other than an urban setting; or
  - (b) in the case of a nurse working in a sole capacity in an urban setting; or
  - (c) in the case of a nurse who is supervising one or more nurses classified at Registered Nurse Level 2 in an urban setting;  
 be classified and paid within the range of Registered Nurse Level 3, pursuant to subclause (1) of this clause.

- (4) A registered nurse shall, in the case of a nurse working in a nursing outpost, be classified and paid as a Registered Nurse Level 3A pursuant to subclause (1) of this clause, except where that nurse is designated by the employer as a "Senior Nurse" and an additional allowance of 4.5% shall be paid.
- (5) A registered Nurse co-ordinator and/or educator shall be classified and paid as a Registered Nurse Level 4 pursuant to subclause (1) of this clause.
- (6) Progression beyond the commencing level will be dependent upon the attainment of additional qualifications relevant to the position held and/or service in such position provided that advancement by service only shall be limited to one level for each year of service to a maximum of two beyond the commencing level and subject to satisfactory performance.
- (7) Employees who have had recent, relevant experience, in community nursing shall have such experience recognised by the employer when determining the rate of wage payable under subclause (1) of this clause. The onus of proof of previous experience shall rest on the employee and any calculation arising from the production of work records or other documentary evidence shall only apply from the time such proof is supplied.
- (8) No current employee covered by this award shall suffer any reduction in wages as a result of the May 1996 amendments to this award.
- (9) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

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

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

#### 2015 WAIRC 00664

#### Nurses' (ANF - RFDS Western Operations) Award

##### 1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
(1) Flight Nurse Specialist			
Level 1	694.00	370.80	1064.80
Level 2	724.00	372.60	1096.60
Level 3	754.00	374.20	1128.20
(2) Senior Flight Nurse Specialist			
Level 1	784.00	375.90	1159.90
Level 2	814.00	377.50	1191.50
Level 3	844.00	379.20	1223.20
(3)	Progression within each of the classifications shall be subject to a satisfactory performance appraisal, and the completion of 1982 ordinary hours, provided that for temporary and casual employees a break between contracts of service of more than 3 months shall cancel any previous ordinary hours accrued for the purposes of this subclause.		
(4)	Progression between classifications shall be by promotion.		
(5)	Wages shall be paid fortnightly by way of electronic funds transfer.		
(6)	(a) Notwithstanding subclause (3) of this clause all existing employees as at 10 January 1997 shall enter the above classification structure as follows:		
	(i) employees who have completed 6 years of service with the employer shall enter at Level 2 of the relevant classification and have their performance reviewed 4 months after 2 September 1997 and, if satisfactory, shall progress to Level 3;		
	(ii) employees who have completed more than 2 years but less than 6 years of service with the employer shall enter at Level 2 of the relevant classification and have their performance reviewed 8 months after 2 September 1997 and, if satisfactory, shall progress to Level 3;		
	(iii) employees who have completed 2 or less years of service with the employer shall enter at Level 1 of the relevant classification and have their performance reviewed 12 months after 2 September 1997 and, if satisfactory, shall progress to Level 2.		
	(b) Employees who commenced service with the employer after 10 January 1997, shall enter at Level 1 of the relevant classification and have their performance reviewed 12 months after 2 September 1997 and if satisfactory, shall progress to Level 2.		
(7)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.		
	These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.		
	Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.		

**2015 WAIRC 00665**

**Nurses (Child Care Centres) Award 1984**

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - 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

An employer on whom this award is binding shall not increase the rate of wage payable to an employee on 9th September, 1988, or otherwise vary the conditions applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

Except as hereinafter provided the minimum rates of wage payable to employees under this award shall be as follows:

	Column A (4%) Operative on and from 21/12/88 Per Week \$	Column B (\$10 p.w.) Operative* 3/4/89 Per Week \$	ASNA	TOTAL
(1) Registered General Nurse				
1st year of experience	381.50	391.50	318.10	709.60
2nd year of experience	390.50	400.50	318.60	719.10
3rd year of experience	403.60	413.60	319.30	732.90
4th year of experience	414.50	424.50	319.90	744.40
Thereafter	427.60	437.60	320.70	758.30
(2) Registered Mothercraft Nurse				
1st year of experience				679.90
2nd year of experience				679.90
3rd year of experience	372.90	382.90	317.60	700.50
4th year of experience	393.20	403.20	318.70	721.90
Thereafter	413.20	423.20	319.90	743.10

\* NB This column is operative from the 1st pay period on or after 3/4/89.

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

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

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

2015 WAIRC 00666

**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 \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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	709.60
2nd year	719.10
Registered Mothercraft Nurse	
1st year	709.50
2nd year	709.50

2015 WAIRC 00667

**Nurses (Dentists Surgeries) Award 1977****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

#### 21. - WAGES

- (1) The minimum rate of wage payable per week shall be as follows:
- |                                                          | Base RatePer<br>Week\$ | Arbitrated<br>Safety Net<br>Adjustments\$ | Total RatePer<br>Week\$ |
|----------------------------------------------------------|------------------------|-------------------------------------------|-------------------------|
| (a) Registered Dental Nurse                              |                        |                                           |                         |
| 1st Year of experience after registration                | 346.20                 | 355.60                                    | 701.80                  |
| 2nd Year of experience after registration and thereafter | 353.20                 | 356.10                                    | 709.30                  |
| (b) Registered General Nurse                             |                        |                                           |                         |
| 1st Year of experience after registration                | 391.90                 | 358.20                                    | 750.10                  |
| 2nd Year of experience after registration and thereafter | 400.90                 | 358.70                                    | 759.60                  |
- (c) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) The employer may require an employee to receive wages by electronic funds transfer into an account held at any major bank, Building Society or Nurses' Credit as nominated by the employee. Any costs associated with the establishment of such an account and of the operation of it shall be borne by the employee.

2015 WAIRC 00668

**Nurses (Doctors Surgeries) Award 1977****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more is \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 –
- Apply to all work in ordinary hours.
  - Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2015 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**
- Notwithstanding the provisions of this clause, an apprentice, 21 years of age or more, shall not be paid less than \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - 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.
  - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
  - Nothing in this clause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force immediately prior to 5 June 2003.

**21. - WAGES**

- (1) The minimum rate of wage payable per week shall be as follows:
- |                                           | Base Rate Per Week<br>\$ | Arbitrated Safety Net<br>Adjustments \$ | Total Rate Per<br>Week \$ |
|-------------------------------------------|--------------------------|-----------------------------------------|---------------------------|
| <b>(a) Registered Nurse</b>               |                          |                                         |                           |
| 1st Year of experience after registration | 471.60                   | 362.70                                  | 834.30                    |
| 2nd Year experience after registration    | 495.20                   | 364.00                                  | 859.20                    |
| 3rd Year experience after registration    | 518.80                   | 363.10                                  | 881.90                    |
| <b>(b) Nurse in Charge</b>                |                          |                                         |                           |
|                                           | 565.90                   | 367.90                                  | 933.80                    |
- (2) Provided that progression through the increments for a registered general nurse shall be subject to satisfactory performance.
- (3) The employer may require an employee to receive wages by electronic funds transfer into an account held at any major bank, Building Society or Nurses' Credit as nominated by the employee. Any costs associated with the establishment of such an account and of the operation of it shall be borne by the employee.
- (4) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**2015 WAIRC 00669**

**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 \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.
  - (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	362.70	834.30
2nd year	495.10	364.00	859.10
3rd year	518.70	363.10	881.80
4th year	542.30	366.60	908.90
5th year	565.90	367.90	933.80
6th year	589.50	369.20	958.70
7th year	613.00	370.50	983.50
8th year	636.60	369.80	1006.40
- (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.

2015 WAIRC 00670

**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 \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.
- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.  
(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               | 335.20                             | 731.40       |
| 2nd Year                                                | 403.70               | 335.70                             | 739.40       |
| 3rd Year                                                | 414.80               | 336.20                             | 751.00       |
| 4th Year                                                | 426.30               | 336.90                             | 763.20       |
| 5th Year and thereafter                                 | 437.40               | 339.70                             | 777.10       |
| (c) Registered General Nurse:                           |                      |                                    |              |
| Level 1.1                                               | 471.60               | 341.50                             | 813.10       |
| 1:2                                                     | 495.10               | 340.80                             | 835.90       |
| 1:3                                                     | 518.70               | 342.10                             | 860.80       |
| 1:4                                                     | 542.30               | 345.50                             | 887.80       |
| 1:5                                                     | 565.90               | 346.80                             | 912.70       |
| 1:6                                                     | 589.50               | 348.10                             | 937.60       |
| 1:7                                                     | 613.00               | 349.40                             | 962.40       |
| 1:8                                                     | 636.60               | 350.70                             | 987.30       |

	Base Rate Per Week\$	Arbitrated Safety Net Adjustment\$	Total Rate\$
Level 2:1	660.20	350.00	1010.20
2:2	675.90	350.80	1026.70
2:3	691.60	351.70	1043.30
2:4	707.30	352.60	1059.90
Level 3:1	736.80	354.20	1091.00
3:2	754.50	355.20	1109.70
3:3	772.20	356.20	1128.40
3:4	789.90	357.20	1147.10
Level 4:1	834.60	359.70	1194.30
4:2	859.30	361.00	1220.30
4:3	908.30	363.80	1272.10
4:4	933.10	365.20	1298.30
4:5	957.60	366.50	1324.10
4:6	994.40	368.50	1362.90
Level 5:1	994.40	368.50	1362.90
5:2	1059.70	372.30	1432.00

- (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 psychogeriatric 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			
<u>Grade 1</u>	46125	18906	65031
Esperance Community Nursing Home			
<u>Grade 2</u>	49200	19076	68276
Dean Lodge			
McDougall Park Nursing Home			
Rockingham Nursing Home			

**2015 WAIRC 00671**

**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<br>Adjustments \$ | Minimum<br>Rate \$ |
|------------------------------|--------------|-----------------------------------------|--------------------|
| Adults (total wage per week) |              |                                         |                    |
| (a) Optical Mechanic         | 397.60       | 358.60                                  | 756.20             |
| (b) Optical Employee:        |              |                                         |                    |
| First 3 months of experience |              |                                         | 679.90             |
| Thereafter                   | 342.40       | 355.50                                  | 697.90             |
- (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<br>\$ |
|---------------------------------------------------------------------------------|----------------|
| (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 \$679.90 per week payable on and from the commencement of the first pay period on or after 1 July 2015.

- (3) The minimum adult 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 2015 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 \$584.20 per week on and from the commencement of the first pay period on or after 1 July 2015.  
 (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.