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THIS EXTRA SUB-PART IS PUBLISHED DUE TO THE STATE WAGE CASE GENERAL ORDER.
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"Clauses of Awards as varied by the General Order of the Commission in Court Session in Application 1 of 2019 dated 18th June 2019. Reasons for Decision and General Order were published in the June WAIG, Vol. 99—Part 1, Subpart 6 at pages 509 – 548."

VARIATION SCHEDULES—

2019 WAIRC 00510

Pastrycooks' Award No. 24 of 1981

10. - WAGES

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

Classification	Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustments \$	Award Rate\$
Adults:				
Single Hand Pastrycook	371.10	34.10	428.30	833.50
Pastrycook	365.20	37.80	428.10	831.10
Cake Decorator	359.40	-	424.40	783.80
Assistant	329.60	-	421.90	751.50

- (b) (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (ii) The supplementary payment set out in this clause is to be paid in addition to the base rates prescribed by this clause, and the total rate prescribed by this clause is the award rate of pay prescribed by this clause for the respective classification.
- (iii) The supplementary payment set out in this clause represents payment in lieu of equivalent overaward payments.
- (iv) "Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus" or any term whatsoever) which an employee would receive in excess of the "award wage". Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling allowances and any other ancillary payments of a like nature prescribed by the award.

- (2) Junior Workers: Junior workers shall be paid the following percentage of the rate prescribed for an Assistant.
- | | |
|-----------------------|----|
| | % |
| Under 16 years of age | 40 |
| 16 to 17 years of age | 50 |
| 17 to 18 years of age | 60 |
| 18 to 19 years of age | 70 |
| 19 to 20 years of age | 80 |
| 20 to 21 years of age | 90 |
- (3) Apprentices - (Percentage of 'Pastrycooks' rate per week):
- | | |
|------------------------------|----|
| Four Year Term | % |
| First year | 42 |
| Second year | 55 |
| Third year | 75 |
| Fourth year | 88 |
| Three and a Half Year Term - | % |
| First six months | 42 |
| Next year | 55 |
| Next year | 75 |
| Final year | 88 |
| Three Year Term | |
| First year | 55 |
| Second year | 75 |
| Third year | 88 |
- (4)
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (c) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (d) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (g) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (h) Subject to this clause the minimum adult award wage shall –
- (i) Apply to all work in ordinary hours.
 - (ii) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (i) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (j) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

- (ii) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (iii) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (iv) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (v) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (vi) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (5) **Leading Hand:** In addition to the rates prescribed by this clause a leading hand shall be paid per week if placed in charge of:
- | | Rate per Week |
|--|---------------|
| | \$ |
| (a) Less than four other employees | 16.50 |
| (b) Four or more but not more than ten other employees | 26.10 |
| (c) More than ten but not more than 20 other employees | 39.90 |
| (d) More than 20 other employees | 51.50 |
- (6) **Casual Workers:** In addition to the rate prescribed by this clause a casual worker shall be paid a loading of 20 per cent. The loading shall not be included in the wage for the purpose of calculating an entitlement to any additional payment provided by Clause 9. - Additional Rates of this Award.

2019 WAIRC 00511**Performers Live Award (WA) 1993****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

7. - RATES OF PAY

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

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

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

(1) Engaged by the Week (age sixteen and over)	PER WEEK \$	ASNA \$	TOTAL \$
(a) (i) Speciality Artist:			
Solo	498.60	440.30	938.90
Duo (each)	468.50	437.10	905.60
Trio (each)	453.10	437.70	890.80
Quartet or an act of more than four artists (each)	437.00	436.00	873.00
(ii) Variety Artist	468.50	437.10	905.60
(iii) Vocalist	453.10	437.70	890.80
(iv) Actor or Actress	416.80	431.40	848.20
(v) Ballet or Chorus	398.80	427.70	826.50
(vi) Model	398.80	427.70	826.50
(b) Skaters:			
(i) Solo, Duo or Speciality Artist	416.80	431.40	848.20
(ii) Employee engaged only in a skating ensemble	398.80	427.70	826.50
(c) Aquatic Artists:			
(i) Other than member of an aquatic ensemble	416.80	431.40	848.20
(ii) Aquatic ensemble - employee engaged therein only	398.80	427.70	826.50
(d) (i) Supernumeraries engaged by the week shall be paid \$19.13 per hour with a minimum payment for a week of			786.20
(ii) Supernumeraries on tour shall be paid the ballet or chorus rate of pay together with the touring allowance as hereinafter specified.			
(e) A walking understudy and/or supernumerary understudying one of the other roles in a theatrical production and any other employees speaking not more than 80 words in the production shall be paid as follows:			
16 years of age and over	\$	\$	\$
- not on tour - at the rate per week of	398.80	427.70	826.50
- on tour, plus the touring allowance as hereinafter specified	416.80	431.40	848.20
(f) A member of the chorus or ballet or skating ensemble or a showperson or model speaking not less than seven lines containing in the aggregate not less than 30 words, or singing and/or dancing solo not less than 24 bars of music, shall be paid an additional sum of one percent of the minimum weekly award rate for an extra per performance.			
(g) An employee who as part of the employee's duties is required by the employer to act as a stage manager or an assistant stage manager shall be paid in addition to the applicable weekly rate hereinbefore specified twelve percent or six percent respectively of the minimum weekly award rate for an Actor or Actress per week.			
(h) A member of the ballet or chorus or skating or aquatic ensemble who acts as deputy ballet or chorus or skating or aquatic ensemble director or who, under instruction and supervision of the producer or stage manager and/or employer, supervises the number of acts to be performed by the skating or aquatic ensemble as the case may be, during a performance or rehearsal shall be paid not less than six percent of the minimum weekly award rate for an Actor or Actress per week, in addition to the per week rate.			

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

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

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

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

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

- (k) An employee who agrees to pose as a nude or semi-nude shall be paid not less than an additional 2.5 percent of the minimum weekly award rate for an Actor or Actress per performance.
- (l) An employee who is required to perform work as a driver or as a person in charge whilst on tour shall be paid not less than 7.5 percent of the minimum weekly award rate for an Actor or Actress per week in addition to the per week rate.
- (m) A performer not taking part in a production for which the performer is required to record a voice over tape shall be paid a once off fee at least equal to fifty percent of the weekly award rate for an Actor or Actress as prescribed in subparagraph (iv) of paragraph (a) of this subclause for each hour or part thereof taken in the process of recording. Such fee shall apply to the use of the recording during the initial run of the production in the theatre in which it is being played or in the case of Theatre-in-Education for its initial tour or schools or other venues. Any change in venue or extension of the run of the production including any tour will require a further once off fee at least equal to the initial fee paid to such performer.
- (n) If an employee is required by the employer to perform in such a manner which leads to the employee being charged with an offence, the employer shall be responsible for all legal and other costs associated with the employee's appearance in court proceedings and any fines ordered against the employee.
- (o) The following rates apply to juvenile performers for a maximum of four performances per week:
- | | Percentage of the applicable adult weekly rate |
|--|--|
| (i) fourteen years of age and under | |
| Not on tour | 45 percent |
| On tour to be paid the applicable adult rate | |
| (ii) Over fourteen years and under sixteen years | |
| Not on tour | 55 percent |
| On tour to be paid the applicable adult rate | |

(2) Rehearsals

Prior to commencement of performances:

- (a) An employee who attends rehearsals only at the direction of an employer for a future production and who is not at that time employed in any current production on a weekly basis by that employer shall, for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production, be paid the appropriate rate laid down in paragraph (a) of subclause (1) of this clause.
- (b) If any employee is engaged for employment and is directed to rehearse in another town or towns or city or cities other than that in which the employee was engaged the employee shall be paid the applicable weekly wage and in addition shall be paid the touring allowance specified in Clause 16. - Travelling of this award.
- (c) Rehearsals shall be regarded as continuous from the day of the first call to the day of the opening performance inclusive.

(3) Engaged Casually

(a) Performance

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

shall be paid at the rate specified in paragraph (a) of subclause (2) of Clause 12. - Overtime of this award.

- (iii) Casual employees aged fourteen years and under those aged fifteen years shall be paid 45 and 55 percent respectively of the rates set out in subparagraphs (i) and (ii) above.
- (b) Rehearsals
- (i) An employee aged sixteen years or over who is required to rehearse by the employer shall be paid the rate of \$21.57 for one hour (minimum) and over one hour at the rate of \$10.79 per half hour or part thereof, provided however that if the employee desires to leave the rehearsal before the completion of one hour's rehearsal payment shall be at the rate of \$10.79 per half hour or part thereof for the time actually worked.
- (ii) Any rehearsals required of employees aged fourteen years and under or those aged fifteen years shall be paid for at 45 and 55 percent respectively of the above rates.
- (c) Casual supernumeraries shall be paid at \$22.96 per hour with a minimum call for performances of three hours and for rehearsals of two hours.
- (4) If an engagement which has been made is cancelled by the employer at a time which is less than ten days prior to the date of the performance/rehearsal for which the employee was engaged, the employee shall receive payment in full. If an open air performance/rehearsal is postponed because of rain the employee shall receive half the fee if such employee is re-engaged for a subsequent presentation not later than three weeks after the date of the postponement otherwise the employee shall receive full payment. Where an open air performance/rehearsal is abandoned because of rain the employee shall be paid in full.
- (5) Except in the case of supernumeraries all such engagements shall be made in writing and such document shall specify the date and place of the performance and the fee to be paid to the employee and shall be signed by the employer.
- (6) Provision of Meals
- (a) If an employee is required by an employer to appear in any place where meals and/or light refreshments are served to the public the employer shall provide at the employer's expense, a meal for that employee if the total spread of employee's work is over a period of more than four hours from beginning to end.
Such meal shall be of the type and quality supplied to the public at the employer's establishment. Should the employer fail to provide the employee with such meal the employer shall pay the employee a sum equivalent to three percent of the minimum weekly award rate for an Actor or Actress in lieu thereof.
- (b) When an employee takes part in addition to the ordinary evening performance, in an intermediate performance commencing at between 5.00pm and 6.15pm, the employer shall provide a satisfactory meal to such employee or pay to such employee a meal allowance equivalent to three percent of the minimum weekly award rate for an Actor or Actress for his/her evening meal, and shall also provide tea and coffee or the ingredients and facilities to make and serve same.
- (7) Subclauses (7) and (8) apply whenever a State Wage Case decision is issued by the Commission, increasing adult rates of pay in State awards by a flat dollar amount.
- (8) The State Wage Case increase is to be applied to adult weekly rates of pay in this award in accordance with the following formula:
Step 1: Divide the flat dollar increase by 38 (and round to the nearest cent)
Step 2: Multiply the figure calculated in Step 1 by 40
Example: The Commission awards an \$18.00 per week increase to adult weekly rates of pay
Step 1 = \$18.00 ÷ 38 = \$0.47
Step 2 = \$0.47 x 40 = \$18.80
In this example adult weekly rates of pay would be increased by \$18.80 per week.

2019 WAIRC 00512

Pest Control Industry Award

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

19. - WAGES

- (1) **Classifications**
- (a) ‘Probationary Operator’ means an employee who has less than 3 months demonstrated experience in the pest control industry and who has not completed an accredited course in pest control techniques. At this level an employee shall work under direct supervision.
 - (b) ‘Operator Grade 1’ means an employee who has completed 3 months probationary employment and who holds a provisional pest controllers license and is used to perform uncomplicated work. At this level an employee shall perform all the work of a Probationary operator and shall –
 - (i) work individually under general supervision on work that is of a routine nature;
 - (ii) be able to read, understand and work from simple plans;
 - (iii) maintain equipment and perform minor repairs; and
 - (iv) apply safety precautions to their own work within the context of established procedures.
 - (c) ‘Qualified Operator Grade 2’ means an employee who has obtained a Certificate 2 in Pest Control as described in the Asset Maintenance National Pest Control Competency Framework and/or is licensed by the Public Health Department and who has at least 12 months demonstrated experience in the pest control industry. At this level an employee shall perform the work of all lower levels in addition to other functions outlined below –
 - (i) understands and applies quality control techniques;
 - (ii) understands and works from complex plans instructions and procedures;
 - (iii) co-ordinates work in a team environment and works individually under general instruction;
 - (iv) is responsible for assuring the quality of their own work;
 - (v) exercises good interpersonal and communication skills;
 - (vi) exercises discretion in decision making; and
 - (vii) assists in training of employees including trainees.

- (d) 'Qualified Operator Grade 3' means an employee who has obtained a certificate 3 in Pest Control as described in the Asset Maintenance National Pest Control Competency Framework and/or is licensed by the Public Health Department to carry out all forms of pest control used by the employer in the enterprise (including termite control) and uses those skills. At this level an employee shall perform the work of all lower levels and in addition shall work unsupervised and use discretion to make complex decisions involved in the performance of their duties.
- (e) 'Qualified Operator Grade 4' means an employee who is able to perform the duties of all lower levels and is used in a supervisory capacity.
- (2) Wages
- (a) The minimum weekly rate of wage payable to employees under this award shall be as follows:
- | Adult Employees | Weekly Rate\$ |
|---|---------------|
| Probationary Operator Under Supervision | 765.00 |
| Operator Grade 1 | 787.70 |
| Qualified Operator Grade 2 | 821.20 |
| Qualified Operator Grade 3 | 850.90 |
| Qualified Operator Grade 4 | 897.20 |
- (3) Leading Hands
- Employees appointed by the employer as a Leading Hand shall be paid the following amounts in addition to the ordinary rate of pay.
- | | \$ |
|--|-------|
| (a) If placed in charge of not less than 3 and more than 10 other employees | 21.20 |
| (b) If placed in charge of more than 10 and not more than 20 other employees | 32.60 |
| (c) If placed in charge of more than 20 other employees | 42.10 |
- (4) Junior Employees
- Junior Employees shall be paid the applicable percentage of the weekly wage of a Qualified Operator:
- | | % |
|-----------------------|----|
| Under 16 years of Age | 40 |
| At 16 years of Age | 50 |
| At 17 years of Age | 60 |
- (5) For the purpose of this clause 'experience' shall mean experience with any employer in the pest control industry provided that the employer shall not be required to accept any or all of such experience up to the time of engagement where the employee has not been engaged in any of the classification contained within this clause for a period of twelve months or more. The onus of proof of previous experience shall rest with the employee concerned, who shall produce a certificate signed by the previous employer setting out the details of such previous experience.

2019 WAIRC 00513

Photographic Industry Award, 1980

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

12. - WAGES

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

	Base Rate\$	Arbitrated Safety Net Adjustments\$	Minimum Rate\$
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SECTION A:

Portrait Advertising And Commercial Studios:

(a) Photographer	348.50	423.50	772.00
(b) All others - First three months.			746.90
(c) All others - Thereafter	338.30	422.70	761.00

SECTION B:

Developing, Printing And Finishing Establishments:

(a) Colour filter determinator Custom colour enlargement printer Colour printer controller	356.50	424.20	780.70
(b) Rack and tank colour film processor machine operator Colour enlargement printer Colour quality corrector Kit mixing operator Colour printer operator	348.50	423.50	772.00
(c) Rack and tank black and white film processor Black and white enlargement printer Black and white printer operator	341.10	422.80	763.90
(d) All others - First three months			746.90
(e) All others - Thereafter	338.30	422.70	761.00

SECTION C

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

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

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

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

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

(3) LEADING HANDS:

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

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

2019 WAIRC 00514

Pipe, Tile and Pottery Manufacturing Industry Award1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

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

(4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

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

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

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

(b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.

(c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

(d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.

- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

11. - WAGES

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

Classification	Rate Per Week	Supplementary Payment	TOTAL
	\$	\$	\$
ADULT EMPLOYEES			
Machine Attendant Grade A	347.00	430.60	777.60
Machine Attendant Grade B	336.20	429.50	765.70
Fork Lift Driver	357.20	424.30	781.50
Millman Mixer	343.20	430.40	773.60
Moulder	343.20	430.40	773.60
Thrower	343.20	430.40	773.60
Setter Drawer	341.40	424.30	765.70
Junction Sticker	339.80	425.90	765.70
Pipe Machine Operator	336.20	433.50	769.70
Taker Off Pipes (Fully Automatic)	336.20	425.60	761.80
Lathe Machine Operator	336.20	433.50	769.70
Panperson	336.20	429.50	765.70
Taker Off Tiles	336.20	425.60	761.80
Gang Tile Drawer (Caversham)	336.20	425.60	761.80
Pot Machine Operator (Large) and/or Vent Machine Operator	336.20	441.40	777.60
Burnt Ware Sorter (Pipe Tester)	334.40	427.40	761.80
Plant Attendant Oiler	334.40	423.40	757.80
Pipe Drawer Assistant	332.10	425.70	757.80
Forking Tiles (Caversham)	332.10	425.70	757.80
Packer (Dispatch)	332.10	425.70	757.80
Hand Colour Sprayer	332.10	429.70	761.80
Slipper	332.10	425.70	757.80
Cleaner (Flue and Oil Burner)	332.10	425.70	757.80
Ridge Maker	332.10	429.70	761.80
All Others	322.50	427.40	749.90

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

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

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

- (2) **JUNIOR EMPLOYEES:**

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

- (3) **LEADING HANDS:**

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

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

APPENDIX

5. - WAGES

- (1) (a) The total minimum wage payable each week shall be:
- | Classification | Rate Per Week | Supplementary Payment | Award Rate |
|-----------------------------|---------------|-----------------------|------------|
| Adult Employees: | \$ | \$ | \$ |
| Machine Attendant Grade I | 353.00 | 436.40 | 789.40 |
| Machine Attendant Grade II | 353.00 | 424.60 | 777.60 |
| Machine Attendant Grade III | 337.90 | 427.80 | 765.70 |
| Fork Lift Driver | 357.20 | 424.30 | 781.50 |
| All Others | 322.50 | 427.40 | 749.90 |

- (b) (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (ii) The supplementary payment set out in this clause is to be paid in addition to the base rates prescribed by this clause, and the total rate prescribed by this clause is the award rate of pay prescribed by this clause for the respective classification.
- (iii) The supplementary payment set out in this clause represents payment in lieu of equivalent overaward payments.
- (iv) "Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus" or any term whatsoever) which an employee would receive in excess of the "award wage". Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the award.

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

(3) LEADING HANDS:

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

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

2019 WAIRC 00515

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

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
 The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
 The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

13. - WAGES

	Wage Per Week\$	Arbitrated Safety Net\$	Total Wage Per Week\$
(1) (a) Modeller	408.90	428.60	837.50
Tool Allowance			1.44
(b) Plaster Caster	386.15	426.75	812.90
(c) Plaster Caster (Mechanical)	362.35	424.75	787.10
(d) Labourers	342.10	422.90	765.00
(e) Cement employee	338.25	422.75	761.00
(f) Trainee Casters – up to 40 per cent proficiency			746.90
Thereafter, such percentage of the plaster caster's total wage as is assessed in accordance with subclause (9) of Clause 7. – Adult Trainee Casters.			
(g) Plant Operator			746.90
(h) Bagger			746.90
(i) Washer			746.90
(j) Front End Loader			746.90
(k) Fork Lift Driver			746.90
(2) Junior Employees Under 21 years of age			672.20
Under 20 years of age			597.50
Under 19 years of age			522.80
(3) Apprentice Modellers – Four Year Term	%		
First year	42		
Second year	55		
Third year	75		
Fourth year	88		

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

- (4) A "Casual Employee" being a person who is engaged or employed for a period of less than one week shall be paid for the time so engaged at the rate of 20 per cent in addition to the rates prescribed herein. Provided that this shall not apply to an employee who serves his/her contract of service or who is dismissed for misconduct.
- (5) The rates of pay in this award include the arbitrated safety net adjustment payable under the June 1998 State Wage Case Decision. This arbitrated safety net adjustment shall be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

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

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

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

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

2019 WAIRC 00516

Plywood and Veneer Workers Award **1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.

- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

SCHEDULE 1. - RATES OF PAY

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

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

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

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

1. Rates of Pay Per Week:-

	Base Rate\$	Supplementary Payments \$	Arbitrated Safety Net Adjustment \$	Total Rate\$
Group A				
First Year	390.37	15.50	428.33	834.20
Thereafter	395.04	15.50	428.76	839.30
Group B				
First Year	378.46	15.50	427.34	821.30
Thereafter	384.07	15.50	427.73	827.30
Group C				
First Year	363.75	15.50	426.15	805.40
Thereafter	368.42	15.50	426.58	810.50
Group D				
First Year	355.34	15.50	425.36	796.20
Thereafter	361.42	15.50	425.88	802.80
Group E				
First Year	348.63	15.50	424.77	788.90
Thereafter	352.19	15.50	425.11	792.80
Group F				
First Year	342.97	15.50	424.23	782.70
Thereafter	348.57	15.50	424.73	788.80
Group G				
First Year	338.76	15.50	423.94	778.20
Thereafter	344.02	15.50	424.38	783.90
Group H				
First Year	332.69	15.50	423.51	771.70
Thereafter	338.53	15.50	423.87	777.90
Group I				
First Year	325.22	15.50	422.78	763.50
Thereafter	330.59	15.50	423.21	769.30
Group J				
First Year	315.41	15.50	421.89	752.80
Thereafter	321.95	15.50	422.45	759.90

2. **Classification**

	Group
(1) Man in charge of log yard and/or powercross cut saw	G
(2) Veneer Lathe Machinist over 3ft 6ins	C
(3) Veneer Lathe Machinist 3ft 6ins or under	D
(4) Veneer Lathe Operator 3ft 6ins	E
(5) Veneer Lathe Operator 3ft 6ins or under	F
(6) Operator of veneer slicing machine	E
(7) Operator of power operated Guillotine who trues final fancy veneer edges	E
(8) Guillotine assistant	H
(9) Plywood Scarfing Machinist, who scarfs set up, presses and cleans off	E
(10) Feeders and Assistants on Driers	H
(11) Core or Centre Layer	E
(12) Plywood Press and overlay press operator	E
(13) Plywood Press and overlay press assistant	H
(14) Panel Sawyer	E
(15) Core Sawyer	F
(16) Glue or Casein Mixer	H

2. Classification—continued				Group	
(17)	Operator of 4 edge automatic plywood trimming machine using parallel saws			E	
(18)	Drum sander machinist			F	
(19)	Minami automatic continuous feed cross belt sander operator			E	
(20)	Belt sander machinist			H	
(21)	Grader of finished panel products			H	
(22)	Crater for assembling and despatch			H	
(23)	Taping and Tapeless Veneer jointing machinist			H	
(24)	Centre feeder and/or Core Feeder			H	
(25)	Assistant to Lathe or Slicer Operator			H	
(26)	Guillotine Operator not elsewhere included			H	
(27)	Operator Groover and Slotter			E	
(28)	Workers employed in any calling not described in this clause			J	
		Base Rate\$	Supplementary Payments \$	Arbitrated Safety Net Adjustment \$	Total Rate \$
(29)	Tractor using power operated attachments				
(a)	35 b.h.p. and under	346.70	15.50	424.70	786.90
(b)	over 35 b.h.p. and under 70 b.h.p	354.29	15.50	425.21	795.00
(c)	over 70 b h p. and under 130 b.h.p	359.78	15.50	425.72	801.00
(d)	over 130 b.h.p. and under 230 b.h.p.	362.58	15.50	425.92	804.00
(e)	over 230 b.h.p	363.99	15.50	426.21	805.70
(30)	Fork Lift Operator				
(a)	Up to 10000 lbs lifting capacity	371.93	15.50	426.77	814.20
(b)	Over 10000 lbs and up to 20000 lb capacity	376.13	15.50	427.07	818.70
(c)	Over 20000 lbs capacity	376.83	15.50	427.17	819.50
(31)	Power Grader Operator -				
(a)	Under 50 net engine horse-power	360.48	15.50	425.82	801.80
(b)	Between 50 and 100 net engine horse- power	364.34	15.50	426.16	806.00
(c)	Over 100 net engine horse-power	370.17	15.50	426.63	812.30
(32)	Straddle Carrier Driver -				
(a)	Who operates within the confines of the employer's property	375.54	15.50	427.06	818.10
(b)	Other	379.75	15.50	427.45	822.70
(33)	Driver of Motor Vehicles -				
(a)	Not exceeding 25 cwt capacity	363.17	15.50	425.93	804.60
(b)	Exceeding 25 cwt but under 3 tons	367.60	15.50	426.40	809.50
(c)	Exceeding 3 tons but under 6 tons	371.93	15.50	426.77	814.20
(d)	Exceeding 6 tons but under 7 tons	372.74	15.50	426.76	815.00
(e)	Exceeding 7 tons but under 8 tons	375.08	15.50	427.02	817.60
(f)	Exceeding 8 tons but under 9 tons	375.43	15.50	427.07	818.00
(g)	Exceeding 9 tons but under 10 tons	376.19	15.50	427.11	818.80
(h)	Exceeding 10 tons but under 11 tons	376.83	15.50	427.17	819.50
(i)	Exceeding 11 tons but under 12 tons	378.11	15.50	427.39	821.00
(j)	Exceeding 12 tons but under 13 tons	379.16	15.50	427.44	822.10
(k)	Exceeding 13 tons but under 14 tons	380.22	15.50	427.48	823.20
(l)	Exceeding 14 tons but under 15 tons	381.27	15.50	427.53	824.30
(m)	Exceeding 15 tons but under 16 tons	382.08	15.50	427.72	825.30
(n)	Exceeding 16 tons but under 17 tons	382.43	15.50	427.67	825.60
(o)	Exceeding 17 tons but under 18 tons	383.25	15.50	427.75	826.50
(p)	Exceeding 18 tons but under 19 tons	384.19	15.50	427.81	827.50
(q)	Exceeding 19 tons but under 20 tons	385.24	15.50	427.86	828.60
(r)	Exceeding 20 tons but under 21 tons	386.40	15.50	427.90	829.80
(s)	Exceeding 21 tons but under 22 tons	387.34	15.50	428.06	830.90
(t)	Exceeding 22 tons but under 23 tons	387.81	15.50	428.19	831.50
(u)	Exceeding 23 tons and over	388.27	15.50	428.23	832.00

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

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

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

	Base Rate\$	Supplementary Payments \$	Arbitrated Safety Net Adjustment\$	Total Rate\$
(34) Driver of Articulated Vehicles				
Not exceeding 9 ton capacity	380.80	15.50	427.50	823.80
9 tons and over but under 10 tons	381.97	15.50	427.73	825.20
10 tons and over but under 11 tons	382.32	15.50	427.68	825.50
11 tons and over but under 12 tons	383.02	15.50	427.78	826.30
12 tons and over but under 13 tons	383.37	15.50	427.73	826.60
13 tons and over but under 14 tons	384.42	15.50	427.88	827.80
14 tons and over but under 15 tons	386.05	15.50	427.95	829.50
15 tons and over but under 16 tons	386.52	15.50	427.98	830.00
16 tons and over but under 17 tons	387.45	15.50	428.05	831.00
17 tons and over but under 18 tons	388.16	15.50	428.24	831.90
18 tons and over but under 19 tons	389.56	15.50	428.24	833.30
19 tons and over but under 20 tons	390.49	15.50	428.31	834.30
20 tons and over but under 21 tons	390.96	15.50	428.34	834.80
21 tons and over but under 22 tons	391.78	15.50	428.52	835.80
22 tons and over but under 23 tons	392.94	15.50	428.56	837.00
23 tons and over but under 24 tons	393.99	15.50	428.61	838.10
24 tons and over but under 25 tons	394.69	15.50	428.71	838.90
25 tons and over but under 26 tons	395.16	15.50	428.74	839.40
26 tons and over but under 27 tons	395.98	15.50	428.92	840.40
27 tons and over but under 28 tons	397.26	15.50	428.94	841.70
28 tons and over but under 29 tons	397.96	15.50	428.94	842.40
29 tons and over but under 30 tons	398.78	15.50	429.02	843.30
30 tons and over but under 31 tons	399.60	15.50	431.40	846.50
31 tons and over but under 32 tons	400.77	15.50	431.43	847.70
32 tons and over but under 33 tons	401.88	15.50	433.72	851.10
33 tons and over but under 34 tons	402.28	15.50	433.72	851.50
34 tons and over but under 35 tons	403.10	15.50	434.00	852.60
35 tons and over but under 36 tons	404.27	15.50	434.13	853.90
36 tons and over but under 37 tons	405.55	15.50	434.15	855.20
37 tons and over but under 38 tons	406.37	15.50	434.23	856.10
38 tons and over but under 39 tons	407.07	15.50	434.23	856.80
39 tons and over but under 40 tons	407.77	15.50	434.53	857.80
40 tons and over but under 41 tons	409.52	15.50	434.58	859.60
41 tons and over but under 42 tons	410.22	15.50	434.58	860.30
42 tons and over but under 43 tons	411.27	15.50	434.73	861.50
43 tons and over but under 44 tons	412.56	15.50	435.04	863.10
44 tons and over but under 45 tons	413.38	15.50	435.02	863.90
45 tons and over but under 46 tons	414.19	15.50	435.11	864.80
46 tons and over but under 47 tons	415.83	15.50	435.27	866.60
47 tons and over but under 48 tons	416.41	15.50	435.29	867.20
48 tons and over but under 49 tons	417.35	15.50	435.45	868.30
49 tons and over but under 50 tons	418.16	15.50	435.64	869.30
50 tons and over but under 51 tons	419.33	15.50	435.67	870.50
51 tons and over but under 52 tons	420.27	15.50	435.73	871.50
52 tons and over but under 53 tons	421.32	15.50	435.88	872.70
53 tons and over but under 54 tons	422.25	15.50	436.05	873.80
54 tons and over but under 55 tons	423.30	15.50	436.10	874.90
55 tons and over	424.24	15.50	436.16	875.90
(35) Driver of Double Articulated Vehicle or Road Train:-				
Not exceeding 31 ton capacity	405.20	15.50	434.20	854.90
31 tons and over but under 32 tons	405.67	15.50	434.13	855.30
32 tons and over but under 33 tons	406.49	15.50	434.21	856.20
33 tons and over but under 34 tons	407.19	15.50	434.21	856.90
34 tons and over but under 35 tons	408.12	15.50	434.58	858.20
35 tons and over but under 36 tons	409.29	15.50	434.61	859.40
36 tons and over but under 37 tons	409.76	15.50	434.64	859.90
37 tons and over but under 38 tons	410.46	15.50	434.64	860.60
38 tons and over but under 39 tons	410.92	15.50	434.68	861.10
39 tons and over but under 40 tons	412.56	15.50	435.04	863.10
40 tons and over but under 41 tons	413.61	15.50	435.09	864.20
41 tons and over but under 42 tons	414.19	15.50	435.11	864.80
42 tons and over but under 43 tons	415.24	15.50	435.16	865.90

	Base Rate\$	Supplementary Payments \$	Arbitrated Safety Net Adjustment\$	Total Rate\$
(35) Driver of Double Articulated Vehicle or Road Train:- —continued				
43 tons and over but under 44 tons	416.18	15.50	435.32	867.00
44 tons and over but under 45 tons	416.76	15.50	435.34	867.60
45 tons and over but under 46 tons	417.70	15.50	435.60	868.80
46 tons and over but under 47 tons	418.63	15.50	435.57	869.70
47 tons and over but under 48 tons	419.33	15.50	435.67	870.50
48 tons and over but under 49 tons	420.15	15.50	435.75	871.40
49 tons and over but under 50 tons	421.32	15.50	435.88	872.70
50 tons and over but under 51 tons	422.13	15.50	436.07	873.70
51 tons and over but under 52 tons	422.72	15.50	436.08	874.30
52 tons and over but under 53 tons	423.65	15.50	436.05	875.20
53 tons and over but under 54 tons	424.59	15.50	436.31	876.40
54 tons and over but under 55 tons	425.52	15.50	436.38	877.40
55 tons and over	426.34	15.50	436.46	878.30
(36) Tow Motor Operator	358.38	15.50	425.62	799.50

Group

(37) Driver of Logging Tractor B

(38) Crane or Fork Lift Assistant I

3. **Junior Workers**

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

	%	Base Rate\$	Supplementary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate \$
Between 16 and 17 years of age	50	160.98	7.75	211.27	380.00
Between 17 and 18 years of age	60	193.17	9.30	253.43	455.90
Between 18 and 19 years of age	70	225.37	10.85	295.68	531.90

4. **Leading Hands:-**

- Any employee placed by the employer in charge of not less than three and not more than ten other workers shall be paid \$19.00 per week extra.
- Any employee placed by the employer in charge of more than ten other workers shall be paid \$28.70 per week extra.
- Any employee placed by the employer in charge of more than twenty other employees shall be paid \$37.10 per week extra.

5. **Supplementary Payments:-**

- The supplementary payments as prescribed in this Schedule are in substitution for any over-award payments as defined hereunder. Any such over award payment shall be reduced by the amount of supplementary payment prescribed for the classification concerned.
- "Over Award Payment" is defined as the amount (whether it be termed "over-award payment", "attendance bonus", "service pay" or any term whatsoever) which an employee would receive in excess of the Award Rate for the classification in which such employee is engaged. Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this award.
- Subject to clause 6 of this Schedule, the Award Rate prescribed in clauses 1, 2 and 3 of this Schedule and which includes the supplementary payment shall be paid for all purposes of the Award.
- The Supplementary payments prescribed by this Schedule shall not be payable to new employees during the first month of employment.

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

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

- Where the State Wage Case Decision provides that Award wages be increased by a flat amount, that amount shall be applied to the Base Rate only.
- Where the State Wage Case Decision provides that Award wages be increased by a percentage amount, that amount shall be applied to the Base Rate and the Supplementary Payment.
Such percentage increase shall also apply to the Leading Hand Allowances, the Special Payment and the Disability Allowances.
- In the instances outlined in paragraphs (a) and (b) hereof the new Award Rate shall be calculated by adding the Award Base Rate and the Supplementary Payment.

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

2019 WAIRC 00517

Plywood and Veneer Workers' Award, 1952

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

5. – WAGES

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

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

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

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

	Rate of Wage \$	Supplementary Payment \$	ASNA \$	Award Rate \$
Grade 1				746.90
Trainee Operator				
Factory/Yard Hand				
In/Out Feeder Assistant				
Hogger				
Cover Layer				
Packaging				
Grade 2				746.90
Hilderbrand Dryer Infeed				
Schildie Out/In Feed Control				
Asst. to Lathe/ Slicer Op				
Panel Grader Asst Desp				
Sander Asst.				
Taping				
Glue Mixer				
Core Sawyer				
Press Assist.				
Edging - Pre Gluer				
Log Charger				
Kuper Operator				
Veneer Assemb.				
Grade 3				746.90
Guillotine				
Groover				
Core Feeder				
Splicer Operator				
Clipper Operator				
Chain/Log Operator				
Dryer Grader				
Sander Operator				
Grade 4				746.90
Core/Centre Layer				
Panel Sawyer				
Slicer Operator				
Press Operator				
Grade 5	362.70	15.90	384.80	763.40
Slicer Machinist				
Lathe Machinist				

- (2) Junior Employees: (percentage of Grade I rate of wage \$746.90 and supplementary payments prescribed)

	%	Rate of Wage \$	Supplementary Payment \$	ASNA \$	Award Rate \$
Between 15 and 16 years of age	40				298.80
Between 16 and 17 years of age	50				373.50
Between 17 and 18 years of age	60				448.10
Between 18 and 19 years of age	70				522.80
Between 19 and 20 years of age	80				597.50
Between 20 and 21 years of age	95				709.60

- (3) Leading Hands:

- (a) A leading hand, if placed in charge of three to ten employees shall be paid \$14.90 per week in addition to the appropriate wage prescribed.
- (b) A leading hand, if placed in charge of eleven to twenty employees shall be paid \$22.40 per week in addition to the appropriate wage prescribed.

- (c) A leading hand, if placed in charge of more than twenty employees shall be paid \$29.10 per week in addition to the appropriate wage prescribed.
- (4) Supplementary Payment:
- (a) The supplementary payments as prescribed in this Schedule are in substitution for any over award payments as defined hereunder. Any such over award payment shall be reduced by the amount of the supplementary payment prescribed for the classification concerned.
- (b) "Over Award Payment" is defined as the amount (whether it be termed "over award payment", "attendance bonus", "service pay", or any term whatsoever) which an employee would receive in excess of the "Award Rate" for the classification in which such employee is engaged, provided that such payment shall exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this award.
- (c) Subject to subclause (5) of this clause, the award rate prescribed in subclauses (1), (2) and (3) of this clause and which includes the supplementary payment also prescribed within this clause shall be paid for all purposes of the award.
- (d) The supplementary payments prescribed by this clause shall not be payable to employees during the first month of employment.
- (5) Calculation of Wage Rates - State Wage Case Decisions:
In circumstances where award wages are to be increased as a result of State Wage Case Decisions, unless otherwise specified in such decisions, the amount of the increase shall be calculated and applied to the wages clause as follows:
- (a) Where the State Wage Case Decision provides that Award wages be increased by a flat amount, that amount shall be applied to the Base Rate only.
- (b) Where the State Wage Case Decision provides that Award wages be increased by a percentage amount, that amount shall be applied to the Base Rate and the Supplementary Payment.
Such a percentage increase shall also apply to the Leading Hand Allowances, the Special Payment and the Disability Allowances.
- (c) In the instances outlined in paragraphs (a) and (b) hereof the new Award Rate shall be calculated by adding the Award Base Rate and the Supplementary Payment.
- (d) Where the State Wage Case Decision provides for a plateau formula (that is, a combination of a percentage increase and a flat money amount), the plateau level shall be determined by reference to the Base Rates, and the Award Rate and the Supplementary Payment shall be calculated by subtracting the Base Rate from the Award Rate.

2019 WAIRC 00518

Police Award 1965 - The

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

6. - SALARIES

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

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

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

Rank	Existing Salary \$	Arbitrated Safety Net Adjustment \$	Total Annual Salary \$
(a) Commissioned Officer Ranks			
Commander	73,307	27,353	100,660
Chief Superintendent	71,551	27,162	98,713
Superintendent	64,688	26,408	91,096
Inspector - Base Rate	57,047	25,570	82,617
(b) Sergeant Ranks			
Senior Sergeant (Country OIC) Base Rate	48,192	24,599	72,791
Senior Sergeant	46,192	24,379	70,571
Sergeant (Country OIC) Base Rate	42,500	23,974	66,474
Sergeant	40,500	23,755	64,255
(c) Other Ranks			
Senior Constable (Country OIC) Base Rate	38,500	23,535	62,035
Senior Constable	36,500	23,317	59,817
First Class Constable	34,000	23,042	57,042
Constable			
5th year of service & thereafter	31,900	22,928	54,828
4th year of service	31,000	22,829	53,829
3rd year of service	30,100	22,731	52,831
2nd year of service	29,000	22,609	51,609
1st year of service	29,000	22,609	51,609
Recruit in Training	25,000	22,056	47,056
(d) Aboriginal Police Liaison Officers			
Senior Aboriginal Police Officers	30,487	22,772	53,259
First Class Aboriginal Police Liaison Officer	27,946	22,495	50,441
Aboriginal Police Liaison Officer	26,884	22,377	49,261

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

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

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

- (ii) Employees at the substantive rank of Sergeant who were not qualified for promotion to the rank of Senior Sergeant on 31 July 1992 but who passed examination for promotion to the rank of First Class Sergeant during 1992 translated in the same manner as those in subparagraph (i) of this paragraph effective from 18 December 1992.
- (iii) Employees who were at the substantive rank of First Class Sergeant prior to 31 July 1992 translated to category C in subparagraph (i) of this paragraph.
- (iv) Employees at the substantive rank of Sergeant and the brevet rank of First Class Sergeant prior to 31 July 1992 translate as category C in subparagraph (i) of this paragraph whilst in the brevet position and if qualified for promotion to the rank of Senior Sergeant at the time of reverting to Sergeant revert to the appropriate category in subparagraph (i) of this paragraph which recognises past service up to a maximum of 6 years since his/her substantive appointment at sergeant rank.
- (f) With effect from 31 July 1992:
- (i) Employees previously at the rank of Chief Inspector were in addition to the rate for Inspector - Base Rate paid a Performance Increment of \$2940 per annum.
- (ii) Employees at the rank of Inspector will be paid as Inspector - Base Rate and after 2 years substantive service at that rank will, subject to satisfactory performance assessed by an appropriate performance appraisal system, be eligible for a Performance Increment of \$2940 per annum.
- (iii) With effect from 12 March 1993 the amount of the Performance Increment is increased to \$3003 per annum.
- (g) With effect from 12 March 1993, in lieu of the amounts specified in subparagraph (i) of paragraph (e) the following additional amounts are payable:

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

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

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

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

- (i) Hours worked in excess of 40 in a week on a voluntary basis at sporting or other public events shall be considered ordinary hours of duty and paid in accordance with the hourly rate prescribed in subclause (2) of this clause.
- (2) (a) For the purpose of ascertaining the rate per fortnight the following formula will apply:

$$\frac{\text{annual salary} \times 12}{313}$$
- (b) For the purpose of ascertaining the rate per day the following formula will apply:

$$\frac{\text{rate per fortnight}}{10}$$
- (c) For the purpose of ascertaining the rate per hour the following formula will apply:

$$\frac{(\text{annual salary} \times 12) \div 313}{80}$$

- (3) An employee's salary shall be paid by direct funds transfer to the credit of an account as nominated by the employee at a bank, building society or credit union approved by the Under Treasurer or an Accountable Officer; provided that where such form of payment is impracticable or where some exceptional circumstances exist, and by agreement between the Commissioner and the Union, payment by cheque may be made.
- (4) A constable shall not proceed to the 3rd year of service salary increment until satisfactory completion of the two year probationary period. The application of this provision shall not apply to any employee engaged prior to 6 July 1990.
- (5) Where an employee has previous relevant experience in the Western Australia Police Force the Commissioner may take this into consideration in re-engaging such an employee. The Commissioner has absolute discretion to:
- exempt the employee from undertaking part or full academy training; and/or
 - waive the requirements for the employee to undertake a period of probation; and/or
 - appoint the employee to a rank and salary which recognises the previous relevant police force experience.
- (6) (a) A part-time employee shall be paid a proportion of the appropriate full-time salary contained in this clause dependent on the number of ordinary hours worked. The salary shall be calculated in accordance with the following formula:

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

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

2019 WAIRC 00519

Port Hedland Port Authority Port Control Officers Award 1982

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

- (10) Adult Apprentices
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

9. - SALARIES AND SALARY RANGES

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

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

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

RANGE 1	ASNA	\$
1st year	21024	48249
2nd year	21398	50971
3rd year	21520	52215
4th year	21818	55216
5th year	21839	56507
<u>RANGE 2</u>		
1st year	21818	55216
2nd year	21839	56507
3rd year	22278	60937
4th year	22278	60937
5th year	22426	62419
<u>RANGE 3</u>		
1st year	21839	56507
2nd year	22278	60937
3rd year	22278	60937
4th year	22426	62419
<u>RANGE 4</u>		
1st year	22278	60937
2nd year	22426	62419

2019 WAIRC 00520

Poultry Breeding Farm & Hatchery Workers' Award 1976

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

9. - WAGES

The minimum weekly rates of wage payable to employees employed under this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder:

		Base Rate \$	Arbitrated Safety Net Adjustments	Minimum Rate
			\$	\$
(1)	Poultry Breeding Farms			
	(a) General Hand - Maintenance			746.90
	(b) General Hand - Other			746.90
(2)	Hatcheries General Hand			746.90
(3)	Junior Employees - Junior employees shall receive the prescribed percentage of the adult rate for the class of work on which they are engaged			
		%		
	Under 16 years of age	50		
	16 to 17 years of age	60		
	17 to 18 years of age	70		
	18 to 19 years of age	80		
	19 to 20 years of age	90		
	At 20 years of age, adult rates			
(4)	Leading Hands			\$
	In addition to the ordinary rate of pay, an employee placed in charge of more than 3 other employees shall receive			27.70
(5)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			

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

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

2019 WAIRC 00521

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

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

11. - RATE OF WAGES**PART 1 RATE OF WAGES:**

An adult employees' minimum award rate of wage is set out in Table A hereof, operative on and from the commencement of the first pay period on or after 1 July 2019.

TABLE A

GROUP LEVEL	BASE RATE	SAFETY NET ADJUSTMENT	AWARD RATE
	\$	\$	\$
1			746.90
2	342.10	407.70	749.80
3	364.60	409.60	774.20
4	385.50	411.40	796.90
5	417.20	414.20	831.40

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

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

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

Junior and apprentices

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

TABLE B

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

Junior keyboard operator/assembler

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

Apprentice

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

TABLE C

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

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

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

TABLE D

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

Adult apprentice

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

TABLE E

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

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

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

Traineeship

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

Calculation of rates in table "B"

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

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

PART 2 - CLASSIFICATION STRUCTURE

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

COLUMN 2 DESCRIPTION OF EMPLOYMENT	COLUMN 3 GROUP LEVEL	COLUMN 4 MINIMUM WEEKLY WAGE \$
a) Compositor	5	831.40
b) Keyboard Operator	4	796.90
c) Proof Reader	4	796.90
d) Proof Readers' Assistant	2	749.80
e) Printing Machinist	5	831.40
f) Artist/Designer	4	796.90
g) Graphic Reproducer	5	831.40
(i) Image Preparer		
(ii) Plate Preparer		
(iii) Cylinder Preparer		
h) Small Offset Machinist	4	796.90
i) Non Impact Printing Machinist (including Electronic and Laser Printing Machine Operator)	4	796.90
j) Binder/Finisher	5	831.40
k) Employee employed directly in connection with stationery, system work, addressograph work, paper products	2	749.80
l) Feeder on any machine	2	749.80
m) Storeperson	3	774.20
n) Screen Printing:		
(i) Stencil Preparer	5	831.40
(ii) Power Driven Screen Printing Machine Operator	3	774.20
(iii) Screen attendant	2	749.80
o) An employee not otherwise specified	1	746.90

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.

PART 3 - STRUCTURAL EFFICIENCY

(1) Broadbanding

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

(2) Commitment

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

- (a) Accept in principle to move constructively and rapidly to the development of a single trade stream for the pre-press area leaving a new structure of three trade streams, pre-press, press and post-press allowing for the broadening of the skill and work of employees in the context of appropriate training provisions. As part of this process employees in trade peripheral to their main tasks or functions. This shall not mean that employees be required to perform work for which an employee has not been trained.
 - (b) Accept in principle a new Printing Award structure in which descriptions of job functions will be more broadly based and generic in nature.
 - (c) Undertake that subject to agreement at enterprise level, employees are to undertake training for the wider range of duties for access to higher classifications.
 - (d) Agree not to create barriers to advancement of employees through access to proper accredited training and the advancement of employees through the new structure.
 - (e) Will co-operate in the transition from the existing wage and classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disruption.
- (3) Award modernisation
- (a) The parties to this Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the Graphic Arts Industry and to enhance the career opportunities and job security of employees in the industry.
 - (b) At each plant or enterprise, an employer, the employees and the Union shall establish participative/consultative mechanisms and procedures appropriate to the size, structure and needs of that enterprise. Measures raised by the employer, the employees or Union for consideration consistent with the objectives of paragraph (a) herein shall be processed through that participative/consultative mechanism and procedure.
 - (c) Measures raised for consideration consistent with paragraph (b) herein shall be related to the implementation of the new classification structure, the facilitative provisions contained in this Award.
 - (d) Without limiting the rights of either an employer of the Union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Western Australian Industrial Relations Commission and by agreement of the parties involved shall be implemented subject to the following requirements:
 - (i) The changes sought shall not affect provisions reflecting national standards.
 - (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change.
 - (iii) No employee shall lose income as a result of the change.
 - (iv) The Union must be a party to the agreement.
 - (v) The Union shall not unreasonably oppose any agreement.
 - (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission, and if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.
 - (e) Any disputes arising in relation to the implementation of paragraphs (b) to (d) herein shall be subject to the provisions of Clause 51. - Settlement of Disputes, of this Award.

PART 4 - INDEXATION OF OVERAWARD PAYMENTS

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

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

36B. - TRAINEESHIPS

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

- (1)
 - (a) This clause applies to Traineeships Agreements in the following:
 - Small Offset Printing Traineeship.
 - (b) For the purposes of this subclause "Traineeship Agreement" means an agreement made subject to the terms of the National Training Wage Interim Award 1994 between an employer and the trainee for a Traineeship and which is registered with the relevant State or Territory Training Authority, NETTFORCE, or under the provisions of the appropriate State or Territory legislation. A Traineeship Agreement shall be made in accordance with the relevant approved Traineeship Scheme and shall not operate unless this condition is met.
- (2) Wages

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

HIGHEST YEAR OF SCHOOLING COMPLETED			
School Leaver	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	229.00(50%)* 269.00 (33%)	280.00 (33%) 320.00(25%)	373.00
plus 1 year out of school	320.00	373.00	437.00
plus 2 years	373.00	437.00	500.00
plus 3 years	437.00	500.00	572.00
plus 4 years	500.00	572.00	
plus 5 years	572.00		

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

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

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

(3) Supersession

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

2019 WAIRC 00522

Prison Officers' Award

2B. - MINIMUM ADULT AWARD WAGE

- 2B.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 2B.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 2B.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 2B.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.
- 2B.5 Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 2B.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 2B.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 2B.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.
- 2B.9 **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

2B.10 Adult Apprentices

- (1) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (2) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (3) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (4) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (5) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (6) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

SCHEDULE A - RATES OF PAY**RATES OF PAY**

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

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

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

	Annual Rate
	\$ P.A.
<u>Probationary Prison Officer (Training School)</u>	46786
<u>Prison Officer (General)</u>	
<u>Officer</u>	
Mon-Fri	
1st Year	52154
2nd Year	53814
3rd-5th Year	55908
6th-7th year	57137
Thereafter	58086
Regional Increment	60083
<u>Shifts</u>	
1st Year	62041
2nd Year	64232
3rd-5th Year	66895
6th-7th year	68468
Thereafter	69643
Regional Increment	71639
<u>First Class Officer</u>	
Monday to Friday	58398
3 years and thereafter	59370
Regional Increment	61367
Shifts	69955
3 years and thereafter	71160
Regional Increment	73158
<u>Senior Officer</u>	
Mon-Fri	
1st Year	60057
2nd Year	61288
3rd Year	62520
4th-5th Year	63780
Thereafter	64860
Regional Increment	66858

	Annual Rate
	\$ P.A.
Shifts	
1st Year	71842
2nd Year	73534
3rd Year	75094
4th-5th Year	76655
Thereafter	77991
Regional Increment	79989
Senior Officer Security Albany and Hakea	
1st Year	68775
2nd Year	70249
3rd Year	71725
4th-5th Year	73201
Thereafter	74468
Senior Officer Reception Hakea	
1st Year	66187
2nd Year	67595
3rd Year	69040
4th-5th Year	70409
Thereafter	71623
Senior Officer Training	
1st Year	71851
2nd Year	73540
3rd Year	75097
4th-5th Year	76657
Thereafter	77993
Prison Officers (Vocational and Support)	
Group 1	
Monday to Friday	58398
3 years and thereafter	59370
Regional Increment	61367
Monday to Friday plus Public Holidays	59757
3 years and thereafter	60758
Regional Increment	62756
Alternate Weekends (8 hours)	65607
3 years and thereafter	66725
Regional Increment	68723
Casuarina Canteen	64291
3 years and thereafter	65382
Hakea Canteen	62476
3 years and thereafter	63531
Bunbury Canteen	64291
3 years and thereafter	65382
Wooroloo Canteen	61116
3 years and thereafter	62143
Bandyup Activities	67876
3 years and thereafter	69039
Bunbury Activities	66554
3 years and thereafter	67692
Eastern Goldfields Regional Prison Activities	68594
3 years and thereafter	69770

	Annual Rate
	\$ P.A.
Albany Activities	63156
3 years and thereafter	64225
Wooroloo Activities	67934
3 years and thereafter	69098
Hakea Reception	63404
3 years and thereafter	64478
Hakea Reception	65446
3 years and thereafter	66558
Karnet Activities	69044
3 years and thereafter	70230
Greenough Activities	69469
3 years and thereafter	70662
Canine Handler	68924
3 years and thereafter	70106
Regional Increment	72104
Group 2	
Monday to Friday	
1st Year	60057
2nd Year	61288
3rd Year	62520
4th-5th Year	63780
Thereafter	64860
Regional Increment	66858
Monday to Friday plus Public Holidays	
1st Year	61467
2nd Year	62749
3rd Year	64032
4th-5th Year	65313
Thereafter	66424
Regional Increment	68421
Alternate Weekends	
1st Year	67826
2nd Year	69222
3rd Year	70653
4th-5th Year	72129
Thereafter	73376
Regional Increment	75373
East Perth Lock Up	
1st Year	63837
2nd Year	65183
3rd Year	66527
4th-5th Year	67872
Thereafter	69034
Dog Squad	
1st Year	70967
2nd Year	72499
3rd Year	74033
4th-5th Year	75566
Thereafter	76884
Regional Increment	78881

	Annual Rate
	\$ P.A.
Bunbury Cook Instructors	
1st Year	70303
2nd Year	71814
3rd Year	73332
4th-5th Year	74848
Thereafter	76149
Kitchen Hakea	
1st Year	64425
2nd Year	65785
3rd Year	67144
4th-5th Year	68507
Thereafter	69682
Level 1	
Drivers	
Hakea & Casuarina	
1st Year	60541
2nd Year	62555
3rd-5th Year	65073
6th-7th Year	66582
Thereafter	67718
Refer to rate above	
Alternate Weekend (8 hours)	
1st Year	58593
2nd Year	60717
3rd-5th Year	62998
6th-7th Year	64390
Thereafter	65484
Level 2	
Monday to Friday	58398
3rd Year	59370
Regional Increment	61367
Monday to Friday plus Public Holidays	59757
3rd Year	60758
Regional Increment	62756
Alternate Weekends	65607
3rd Year	66725
Regional Increment	68723
Level 2A	
Monday to Friday	
1st Year	58253
3rd Year	59250
Regional Increment	61248
Monday to Friday plus Public Holidays	
1st Year	59647
3rd Year	60673
Regional Increment	62670
Alternate Weekends	
1st Year	65646
3rd Year	66792
Regional Increment	68789
Level 3	
Monday to Friday	
1st Year	60057
2nd Year	61288
3rd Year	62520

	Annual Rate
	\$ P.A.
4th-5th Year	63780
Thereafter	64860
Regional Increment	66858
Monday to Friday plus Public Holidays	
1st Year	61467
2nd Year	62749
3rd Year	64032
4th-5th Year	65313
Thereafter	66424
Regional Increment	68421
Alternate Weekends (8 hours)	
1st Year	67826
2nd Year	69222
3rd Year	70653
4th-5th Year	72129
Thereafter	73376
Regional Increment	75373
Level 4	
Monday to Friday	
1st Year	61442
2nd Year	62672
3rd Year	63902
4th-5th Year	65163
Thereafter	66272
Regional Increment	68269
Monday to Friday plus Public Holidays	
1st Year	62941
2nd Year	64205
3rd Year	65469
4th-5th Year	66767
Thereafter	67906
Regional Increment	69903
Level 5	
Monday to Friday	
1st Year	62830
2nd Year	64058
3rd Year	65286
4th -5th Year	66546
Thereafter	67683
Regional Increment	69681
Monday to Friday plus Public Holidays	
1st Year	64480
2nd Year	65631
3rd Year	66894
4th-5th Year	68190
Thereafter	69359
Regional Increment	71356
Senior Officer Wyndham Work Camp	
1st Year	71842
2nd Year	73534
3rd Year	75094

	Annual Rate
	\$ P.A.
4th -5th Year	76655
Thereafter	77991
Regional Increment	79989
Prison Officer Work Camp (7 Day)	
1st Year	65092
2nd Year	66567
3rd Year	68076
Thereafter	69243
Regional Increment	71391

In addition to the rates prescribed above, any Officer or Industrial Officer attaining First Class status prior to 12 November, 1987 shall be paid an additional \$8.00 per week.

2019 WAIRC 00523

Private Hospital Employees' Award, 1972

34. - WAGES

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

Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
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HOSPITAL WORKER LEVEL 1:

Comprehends the following classes of work:

- Car Park Attendant
- Cleaner
- Dining Attendant
- Domestic Gardener (other)
- Ironer and Presser
- Kitchen Assistant
- Laundry Assistant
- Orderly (other)
- Pantry Assistant
- Hotel Services Assistant
- Yard Assistant
- Ward Assistant
- Maintenance Employee

1st year of employment	369.80	425.30	795.10
2nd year of employment	374.30	425.60	799.90
3rd year of employment and thereafter	378.30	425.90	804.20

HOSPITAL WORKER LEVEL 2:

Comprehends the following classes of work:

- Machinist
- House Parent Gardener (only one employed)
- Orderly (handling patients)
- First Laundry Worker (where more than 1 employed)
- Washing Machine Attendant

1st year of employment	375.00	425.70	800.70
2nd year of employment	379.80	426.20	806.00
3rd year of employment and thereafter	384.10	426.50	810.60

HOSPITAL WORKER LEVEL 3:

Comprehends the following classes of work:

- Shaving Orderly
- Theatre Assistant
- Security Attendant
- Theatre Orderly
- Call Room Orderly
- Menu Assistant
- Gardener (Herbicide and Propagator)
- Machinist (who cuts and fits)

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
HOSPITAL WORKER LEVEL 3:—<i>continued</i>			
Comprehends the following classes of work:			
Boiler Firing Orderly			
CSSD Assistant (1st year of employment)			
TSSU Assistant (1st year of employment)			
Maintenance Employee			
1st year of employment	383.80	426.50	810.30
2nd year of employment	388.20	426.80	815.00
3rd year of employment and thereafter	392.30	427.10	819.40
HOSPITAL WORKER LEVEL 4:			
Comprehends the following classes of work:			
TSSU Assistant			
(2nd, 3rd year of employment and thereafter rate)			
CSSD Assistant (2nd, 3rd year of employment and thereafter rate)			
Cook (other)			
1st year of employment	389.00	426.90	815.90
2nd year of employment	393.60	427.40	821.00
3rd year of employment and thereafter	397.30	427.60	824.90
Comprehends the following classes of work:			
Cook (only) one employed			
Storeperson Driver (under 3 tonnes)			
1st year of employment	404.00	428.20	832.20
2nd year of employment	407.60	428.50	836.10
3rd year of employment and thereafter	411.30	428.90	840.20
HOSPITAL WORKER LEVEL 6:			
Comprehends the following classes of work:			
Driver (over 3 tonnes)			
Bus Driver (less than 25 passengers)			
Canteen Supervisor			
1st year of employment	407.80	428.50	836.30
2nd year of employment	411.30	428.90	840.20
3rd year of employment and thereafter	414.80	429.10	843.90
HOSPITAL WORKER LEVEL 7:			
Comprehends the following classes of work:			
Bus Driver (over 25 passengers)			
Second Cooks			
1st year of employment	417.30	433.70	851.00
2nd year of employment	422.20	434.20	856.40
3rd year of employment and thereafter	426.40	434.60	861.00
HOSPITAL WORKER LEVEL 8:			
Comprehends the following classes of work:			
Senior Food Service Attendant			
(Hospitals less than 100 beds)			
Deputy Head			
Orderly			
Machinist			
Tradesperson Horticulturist			
First Cook (where more than one employed)			
1st year of employment	440.10	436.30	876.40
2nd year of employment	445.00	436.80	881.80
3rd year of employment and thereafter	448.50	437.20	885.70
HOSPITAL WORKER LEVEL 9:			
Comprehends the following classes of work:			
Tradesperson Cook			
Senior Food Services Attendant			
(more than 100 beds)			
Head Gardener			
Catering Supervisor			
Laundry Supervisor			
Head Orderly			
Domestic Supervisor/Housekeeper			
Cleaning Services Supervisor			

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
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HOSPITAL WORKER LEVEL 9:—continued

Comprehends the following classes of work:

Linen Services Supervisor

1st year of employment	454.80	437.80	892.60
2nd year of employment	459.10	438.30	897.40
3rd year of employment and thereafter	462.90	436.60	899.50

HOSPITAL WORKER LEVEL 10:

Comprehends the following classes of work:

Chef

1st year of employment	475.50	437.80	913.30
2nd year of employment	481.90	438.60	920.50
3rd year of employment and thereafter	488.00	439.30	927.30

(2) (a) **Play Supervisor (Lady Lawley Cottage)**

1st year of employment	366.20	425.00	791.20
2nd year of employment	403.80	428.20	832.00
3rd year of employment and thereafter	424.60	434.60	859.20

(b) Supervisor (Lady Lawley Cottage)	445.30	436.80	882.10
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(3) **Junior Hospital Employees**

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

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

(4) **General Conditions:**

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

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

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

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

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

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

- (i) for an employee working an average of 38 hours per week by dividing the weekly rate herein expressed by 40; or
- (ii) for an employee actually working 38 hours by dividing the weekly rate herein expressed by 38; or
- (iii) for an employee employed in a classification prescribed in subclause (2) of this clause by dividing the weekly rate therein expressed by 37.5.

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

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

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

35. - MINIMUM WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

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

- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00524

Prospector and AvonLink on Train Customer Service Officers Award

4.1 - MINIMUM ADULT AWARD WAGE

- 4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 4.1.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
 The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
 The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 4.1.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

- 4.1.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 4.1.8 Subject to this clause the minimum adult award wage shall –
- 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.
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case 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**
- Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

4.3 - WAGE RATES

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

Classification Levels	Base Rate - per week (Full time)
Customer Service Officer Level 1 (Trainee)	\$749.50
Customer Service Officer Level 2(Prospector)	\$882.90
Customer Service Officer Level 3(AvonLink - without buffet)	\$882.90
Customer Service Officer Level 4	\$915.10
Customer Service Officer Level 5(AvonLink - with buffet)	\$915.10

2019 WAIRC 00525

Psychiatric Nurses' (Public Hospitals) Award 1973

1B. - 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 working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 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 aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

17. - RATES OF PAY AND ALLOWANCES

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

- (1) The minimum rate of wages per week payable to Registered Mental Health Nurses and Enrolled Mental Health Nurses under this Award shall be paid the weekly wages as set out hereunder with effect on and from the commencement of the first pay period on or after 1 July 2019.

	\$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse			
(i) Level 1			
1st year of service	445.10	390.50	835.60
2nd year of service	458.10	396.10	854.20
3rd year of service	476.50	398.10	874.60
4th year of service	495.30	400.20	895.50
5th year of service	509.60	399.50	909.10
6th year of service	526.60	401.30	927.90
7th year of service	547.00	403.60	950.60
(ii) Level 2			
1st year of service	581.00	409.60	990.60
2nd year of service	597.00	411.40	1008.40
3rd year of service	619.60	413.80	1033.40
(iii) Level 3			
1st year of service	667.00	416.80	1083.80
2nd year of service	686.10	418.90	1105.00
3rd year of service	702.40	420.70	1123.10
(iv) Community/Clinic Psychiatric Nurses	523.30	401.00	924.30

- (b) (i) Progression through the increments for a registered nurse classified at Level 1 shall occur by annual increments.
- (ii) Progression for all other classifications for which there is more than one wage point, shall be by annual increments, subject to a satisfactory performance appraisal.
- (c) Where an employee is appointed to a position, previous relevant nursing experience at that level, or in a similar level under a differing career structure, shall be taken into account for determining the appropriate increment level.
- (d) The onus of proof of previous experience shall rest with the employee.
 Provided that an employee returning to the profession after an absence greater than five years shall commence at the first increment of Level 1 for a period of three months. During this time the employee shall be reviewed by an assessment panel. Upon satisfactory review she/he shall move to a level and increment as determined by the panel's assessment. An employee who fails to satisfy the panel of her/his competency to progress through the Level 1 increments or into another level as the case may be, may apply for reassessment by an assessment panel after a period of 12 months from the date of employment.
- (2) Enrolled Mental Health Nurse
- | | \$ Per Week | ASNA | TOTAL |
|---------------------|-------------|--------|--------|
| 1st year of service | 399.20 | 386.60 | 785.80 |
| 2nd year of service | 407.50 | 387.20 | 794.70 |
| Thereafter | 416.30 | 387.90 | 804.20 |
- (3) A Psychiatric Nurse who is in charge of a ward, department or floor during the off duty period of a Charge Nurse as defined under the Nurses (Public Hospitals) Award 1988, as varied shall be paid an allowance equivalent to the difference between the ordinary daily rate of a Registered General Nurse on the thereafter rate and the ordinary daily rate of a first year Charge Nurse under the Nurses (Public Hospitals) Award.
- (4) For the purpose of fixing the rate of wage to be paid to an employee, the Director of Nursing shall take into account previous psychiatric nursing experience in hospitals covered by this award and also previous psychiatric nursing experience in hospitals not covered by this award.
- (5) All ordinary time worked on any shift in excess of ten hours shall be paid for at the rate of time and a half.
- (6) In addition to the ordinary wages prescribed in this clause special allowances as set out in this subclause shall be paid to nurses as follows:
- (a) A nurse holding a post basic qualification obtained from a recognised college of nursing, university or college of advanced education or TAFE and required in his/ her employment:
- | | \$ Per Week |
|-----------------------|-------------|
| (i) Six months' study | 19.40 |
| (ii) 12 months' study | 32.40 |
- (b) A nurse holding a post basic qualification recognised by the Nurses' Board of Western Australia and required in his/her employment:
- | | |
|-----------------------|-------|
| (i) Six months' study | 10.80 |
| (ii) 12 months' study | 15.00 |

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

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

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

2019 WAIRC 00526

Public Service Award 1992

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
 The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
 The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

SCHEDULE A. - SALARIES

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

Level	Salary Per Annum\$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum\$
Level 1			
Under 17 years	11355	10530	21885
17 years	13270	12306	25576
18 years	15480	14356	29836
19 years	17918	16617	34535
20 years	20122	18661	38783
1.1	22104	20499	42603
1.2	22756	20555	43311
1.3	23407	20610	44017
1.4	24054	20910	44964
1.5	24705	20982	45687
1.6	25356	21052	46408
1.7	26105	21019	47124
1.8	26623	21078	47701
1.9	27389	21160	48549
Level 2			
2.1	28306	21261	49567
2.2	29009	21339	50348
2.3	29748	21418	51166
2.4	30529	21504	52033
2.5	31346	21594	52940

Level	Salary Per Annum\$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum\$
Level 3			
3.1	32469	21717	54186
3.2	33344	21813	55157
3.3	34246	21913	56159
3.4	35172	21898	57070
Level 4			
4.1	36442	22036	58478
4.2	37437	22031	59468
4.3	38461	22143	60604
Level 5			
5.1	40433	22360	62793
5.2	41766	22505	64271
5.3	43151	22657	65808
5.4	44588	22815	67403
Level 6			
6.1	46899	23069	69968
6.2	48470	23240	71710
6.3	50096	23421	73517
6.4	51832	23610	75442
Level 7			
7.1	54494	23901	78395
7.2	56336	24104	80440
7.3	58340	24324	82664
Level 8			
8.1	61597	24681	86278
8.2	63930	24936	88866
8.3	66823	25254	92077
Level 9			
9.1	70436	25650	96086
9.2	72877	25918	98795
9.3	75661	26224	101885
Class 1	79871	26685	106556
Class 2	84081	27148	111229
Class 3	88289	27609	115898
Class 4	92499	28070	120569

(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 B. – SALARIES – SPECIFIED CALLINGS

- (1) Officers, who possess a relevant tertiary level qualification, or equivalent determined by the Executive Director, Labour Relations, Department of Consumer and Employment Protection, and who are employed in the callings of Agricultural Scientist, Architect, Architectural Graduate, 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	21261	49567
1.2	29748	21418	51166
1.3	31346	21594	52940
1.4	33344	21813	55157
1.5	36442	22036	58478
1.6	38461	22143	60604
Level 2			
2.1	40433	22360	62793
2.2	41766	22505	64271
2.3	43151	22657	65808
2.4	44588	22815	67403

Level	Salary Per Annum\$	Arbitrated Safety Net Adjustment\$	Total Salary Per Annum\$
Level 3			
3.1	46899	23069	69968
3.2	48470	23240	71710
3.3	50096	23421	73517
3.4	51832	23610	75442
Level 4			
4.1	54494	23901	78395
4.2	56336	24104	80440
4.3	58340	24324	82664
Level 5			
5.1	61597	24681	86278
5.2	63930	24936	88866
5.3	66823	25254	92077
Level 6			
6.1	70436	25650	96086
6.2	72877	25918	98795
6.3	75661	26224	101885
Level 7	79871	26685	106556
Level 8	84081	27148	111229
Level 9	88289	27609	115898
Level 10	92499	28070	120569

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

2019 WAIRC 00528

Public Transport Authority Rail Car Drivers (Transperth Train Operations) Award 2006**4.1. - MINIMUM ADULT AWARD WAGE**

- 4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 4.1.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 4.1.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 4.1.8 Subject to this clause the minimum adult award wage shall –
- 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.
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case 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**
- Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

4.2. - CLASSIFICATION AND PAY RATES

- 4.2.1 (a) No person shall be employed as a driver of a Railcar on the Government Railways without the approval of the head of Branch.
- (b) Such driver shall be trained and assessed in accordance with the Driver Training Program or other developmental training program as agreed between the employer and the Union.

CLASSIFICATION	BASE RATE – per week (full time)
Trainee Railcar Driver	\$1064.50
Railcar Driver	\$1252.40
Driver Trainer	\$1314.60
Driver Coordinator	\$1376.60

- 4.2.2 The following provisions apply to trainees:
- (a) The wage rate applicable to Trainees' shall 85% of the wage rate applicable to the classification of a railcar driver for which the employee is being trained.
 - (b) This rate will apply to a Trainee for the duration of the training period until the trainee has passed the assessment in accordance with the Driver Training Program.
 - (c) Trainees shall be required to undertake training during shift work hours, Sunday to Saturday.
- 4.2.3 The rates of pay in this Award include Arbitrated Safety Net Adjustments available under the Arbitrated Safety Net Adjustment Principle.
- 4.2.4 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by the employee since 1 November 1991 above the rate prescribed in Award, except where such absorption is contrary to terms of an industrial agreement.
- 4.2.5 Increases in the rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2019 WAIRC 00527

Public Transport Authority (Transwa) Award 2006

4.1 - MINIMUM ADULT AWARD WAGE

- 4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 4.1.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 4.1.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 4.1.8 Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- 4.1.9 **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- 4.1.10 **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

4.2- CLASSIFICATION AND PAY RATES

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

Position	Flat Hourly Rate	38 Hour Weekly Rate
Railcar Driver Coordinator	\$39.49	\$1500.70
Railcar Driver	\$35.99	\$1367.50
Depot Supervisor	\$27.33	\$1038.60
Road Coach Operators L6	\$26.41	\$1003.70
Senior Passenger Assistant L6	\$26.41	\$1003.70
Road Coach Operator Assistant L5	\$25.65	\$974.80
Operations Assistant L5	\$25.65	\$974.80
Passenger Assistant L3	\$23.57	\$895.50

4.2.2 The following provisions apply to trainees:

- (a) The wage rate applicable to Trainees' shall be 85% of the wage rate applicable to the classification of a railcar driver for which the employee is being trained.
- (b) This rate will apply to a Trainee for the duration of the training period until the trainee has passed the assessment in accordance with the Driver Training Program.
- (c) Trainees shall be required to undertake training during shift work hours, Sunday to Saturday.

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

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

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

2019 WAIRC 00529

Quadriplegic Centre Award

27. - WAGES

PART A

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

	Base Rate Per Week\$	Arbitrated Safety Net Adjustments Per Week\$	Total Per Week\$
(1) Enrolled Nurse Level One			
1st year of employment	418.80	434.00	852.80
2nd year of employment	423.80	434.60	858.40
3rd year and employment and thereafter	434.70	435.60	870.30
(2) Nursing Assistant (at 19 years of age and over)			
1st year of employment	377.40	425.90	803.30
2nd year of employment	387.80	426.80	814.60
3rd year of employment and thereafter	398.30	427.70	826.00

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

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

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

- (4) (a) Any employee who has passed the examination for registration prescribed by the Nurses' Board of WA shall for the purposes of this clause be deemed to be an Enrolled Nurse.
- (b) An Enrolled Nurse undergoing training in a post basic course approved by the Nurses' Board of WA, will be paid the "first year of employment" rate of wage for his/her appropriate classification level during the training period.
- (c) The ordinary rate of wage prescribed for an Enrolled Nurse in this clause shall be increased by \$11.60 per week when a Registered Enrolled Nurse has obtained a second post basic certificate approved by the Nurses' Board of WA, and he/she is required to use the knowledge gained in that certificate as part of his/her employment.

- (5) When the term "year of employment" is used in this clause it shall mean all service whether full time or part time in any of the classifications contained in this award with the Centre covered by this award and shall be calculated in periods of completed months from the date of commencement of work covered by this award. Provided that:
- (a) "Service" in this context shall have the same meaning as it does in the Long Service Leave conditions appropriate to the employee concerned, but confined to respondents to this award; except where the employer or the Western Australian Industrial Relations Commission deems it appropriate to include service with hospitals not respondent to this award.
 - (b) Employees shall be paid the rates shown in this clause according to their year of employment calculated in accordance with the provisions of this subclause. Proof of previous service, if required by the employer, shall rest on the employee; provided that production of the certificate or certificates referred to in Part C, paragraph (c) of subclause (1) of this clause, shall be sufficient proof for the purpose of this paragraph.
 - (c) Notwithstanding the provisions of paragraph (b) of this subclause, an Enrolled Nurse who successfully completes a re-registration course following a break in service shall commence employment on the rate prescribed as follows:
 - (i) Five year break in service - at third year of employment rate provided that the 1st and 2nd year of service rates have previously been attained.
 - (ii) Six year but less than eight year break in service - at second year of employment rate.
 - (iii) Greater than eight year break in service - at the first year of employment rate.

PART B

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

	Base Rate Per Week\$	Arbitrated Safety Net Adjustments Per Week\$	Total Per Week\$
LEVEL 1			
Cleaner			
Domestic			
Catering Attendant			
All other employees			
1st year of employment	369.50	425.20	794.70
2nd year of employment	374.10	425.60	799.70
3rd year of employment and thereafter	378.00	425.90	803.90
LEVEL 2			
Handyperson			
1st year of employment	383.40	426.40	809.80
2nd year of employment	388.00	426.80	814.80
3rd year of employment and thereafter	392.00	427.10	819.10
LEVEL 3			
Senior Food Service Attendant			
Cleaning Services Supervisor			
1st year of employment	399.10	427.70	826.80
2nd year of employment	403.90	428.20	832.10
3rd year of employment and thereafter	408.30	428.60	836.90
LEVEL 4			
Tradesperson Cook			
1st year of employment	445.10	436.80	881.90
2nd year of employment	451.10	437.50	888.60
3rd year of employment and thereafter	457.00	438.20	895.20

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

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

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

PART C

General Conditions:

- (1)
- (a) Casual employees shall be paid at the rate of 20 percent in addition to the rates prescribed in this Award.
 - (b) Except where this clause specifies classifications which require the employee to be in charge of other employees, any employee who is placed in charge of:

- (i) not less than three and not more than 10 other employees shall be paid \$19.65 per week in addition to the ordinary wage prescribed by this clause;
 - (ii) more than 10 and not more than 20 other employees shall be paid \$29.35 per week in addition to the ordinary wage prescribed by this clause;
 - (iii) more than 20 other employees shall be paid \$39.05 per week in addition to the ordinary wage prescribed by this clause.
- (c) Each employee whose service terminates shall at the time of termination be given a certificate signed by the employer in which shall be stated the name of the employee, the period of service, whether the service was full time or part time and the classifications in this award in which work has been carried out.
 Provided that where an employee terminates without that employee having given the prescribed period of notice, the employer shall be under no obligation to provide the certificate at the time of termination. The employee shall, however, be entitled to request and receive the certificate at any time after the termination.
- (d) The rates herein prescribed shall be increased by the amount of any percentage increase in wages awarded by the Western Australian Industrial Relations Commission to employees covered by this award.
 Where any increase in wages is not a percentage increase, the rates of wage shown in this award as relating to afternoon and night shift, permanent shift or weekend work or public holidays shall be adjusted to reflect the relationship which the additional payment bears to the amount of \$457.65 as at the 1st January, 1990.
- (e) **Minimum Adult Award Wage**
- (i) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
 - (ii) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
 The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
 The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (iii) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
 - (iv) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.
 - (v) Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
 - (vi) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
 - (vii) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
 - (viii) Subject to this clause the minimum adult award wage shall –
 - (aa) Apply to all work in ordinary hours.
 - (bb) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
 - (ix) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
 - (x) **Adult Apprentices**
 - (aa) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

- (bb) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (cc) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (dd) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (ee) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (ff) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

(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.

2019 WAIRC 00530

Quarry Workers' Award, 1969

27. - WAGES

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

	\$	ASNA	TOTAL
Quarry Employee Level 5	363.70	424.70	788.40
Quarry Employee Level 4	377.70	425.90	803.60
Quarry Employee Level 3	392.90	427.10	820.00
Quarry Employee Level 2	397.80	427.70	825.50
Quarry Employee Level 1	407.10	428.50	835.60

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.

(b) Classification Definition

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

The definition of each classification is as follows:

- (i) Quarry Employee Level 5
Works at "entry level" into the quarry operation, carries out general labouring duties in the quarry, assists quarry employees at higher levels.
- (ii) Quarry Employee Level 4
Carries out work such as: plant attendant, gardener, assists quarry employees at higher levels and trains quarry employees at up to Level 4.
- (iii) Quarry Employee Level 3
Carries out work such as: crusher feeder operator, train loader operator, pugmill operator, assists quarry employees at higher levels, and trains quarry employees at up to Level 3.
- (iv) Quarry Employee Level 2
Carries out work such as: tool sharpener duties, assists quarry employees at higher levels and trains quarry employees at up to Level 2.
- (v) Quarry Employee Level 1
Carries out work such as: machine drill operator, powder monkey duties, trains quarry employees at up to Level 1.

- (c) **General Duties**
 Quarry employees may be required by the employer, provided that they are competent to do so, to work in a higher level as defined in paragraph (1)(b) of this clause, with a view to enhancing the employment opportunities open to employees under this award.
 In addition to the above, quarry employees at all levels may be required by the employer to carry out such duties within the levels of paragraph (1)(b) of this clause that are within the limits of the employee's skill, competence and training.
 Such duties shall also include any duties that are incidental or peripheral to their main tasks or functions and shall also include those duties that are within the normal custom and practice of the quarry concerned.
 In the event of a dispute as to what the normal custom and practice is, it shall be dealt with under the Dispute Settlement Procedure as provided for in Clause 30 of this award.
- (2) **Leading Hands:** In addition to the appropriate margin prescribed in this subclause, a Leading Hand shall be paid:
- | | | |
|-----|--|-------|
| | | \$ |
| (a) | If placed in charge of not less than three and not more than ten other employees | 21.90 |
| (b) | If placed in charge of not less than ten and not more than 20 other employees | 35.10 |
| (c) | If placed in charge of more than 20 other employees | 43.50 |
- (3) A casual employee shall be paid 20 per cent in addition to the ordinary rate.
- (4) **Cookhouse Personnel:**
- | | \$ | ASNA | TOTAL |
|-------------------------------------|--------|--------|--------|
| (a) Head Cook | 392.10 | 427.10 | 819.20 |
| Wage rate loading for broken shifts | | | 10.80 |
| Assistant Cook | 378.10 | 425.90 | 804.00 |
| Wage rate loading for broken shifts | | | 8.90 |
- (b) All time worked by employees in the mess outside the ordinary hours as agreed and arranged in accordance with subclauses (1) and (2) of Clause 7 - Hours (other than continuous shift workers) and subclause (1) of Clause 10 - Continuous Shift Workers of this award shall be deemed overtime and paid for at the rate of time and one half. Provided that overtime in excess of four hours in any one week shall be paid for at the rate of double time.
- (c) All time worked during ordinary hours on a Saturday or Sunday, shall be paid for at the rate of time and one half.
- (d) All time worked during ordinary hours on a holiday as prescribed in Clause 15 - Holidays of this award shall be paid for at the rate of double time.
- (5) **Quarry Work Allowance:**
 In addition to the above an allowance of \$19.80 per week shall be paid to compensate for dust, general climate conditions and all other disabilities involved in quarry work.
- (6) **Minimum Wage:**
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
 The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
 The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (c) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (d) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (g) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (h) Subject to this clause the minimum adult award wage shall –
- (i) Apply to all work in ordinary hours.
 - (ii) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

- (i) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (j) **Adult Apprentices**
 - (i) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (ii) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (iii) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (iv) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (v) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (vi) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00531

Radio and Television Employees' Award

29. - WAGES

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

(a) Adults	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Radio-Television Serviceperson (Grade 1)	448.20	437.20	885.40
Radio-Television Serviceperson	418.90	434.00	852.90
Car Radio Installer	353.30	423.90	777.20
Antenna and/or Television Installer	353.30	423.90	777.20
Assembler	340.60	422.80	763.40

 - (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) **Leading Hands:**
 In addition to the appropriate total wage prescribed in subclause (1) of this Clause a leading hand shall be paid:

	\$
(a) If placed in charge of not less than three and not more than ten other employees	31.10
(b) If placed in charge of more than ten and not more than twenty other employees	47.30
(c) If placed in charge of more than twenty other employees	61.20
- (3) **Apprentices:**
 (Wage per week expressed as a percentage of the rate per week for a "radio-television serviceperson" set out in subclause (1) of this clause).

(a) Five Year Term -	%
First Year	40
Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88
(b) Four Year Term -	%
First Year	42
Second Year	55
Third Year	75
Fourth Year	88

- | | | |
|-----|------------------------------|----|
| (c) | Three and A Half-Year Term - | % |
| | First six months | 42 |
| | Next Year | 55 |
| | Next Year | 75 |
| | Final Year | 88 |
| (d) | Three Year Term - | |
| | First Year | 55 |
| | Second Year | 75 |
| | Third Year | 88 |
- (4) Junior Employees -
(Wage per week expressed as a percentage of the "Assembler" rate as shown in subclause (1) of this clause).
- | | |
|--------------------------------|----|
| | % |
| Under 16 years of age | 35 |
| Between 16 and 17 years of age | 45 |
| Between 17 and 18 years of age | 55 |
| Between 18 and 19 years of age | 65 |
| Between 19 and 20 years of age | 75 |
| Between 20 and 21 years of age | 90 |
- (5) (a) Where an employer does not provide a Serviceperson, Installer, Assembler or an apprentice with the tools ordinarily required by that Serviceperson, Installer, Assembler or apprentice in the performance of their work as a Serviceperson, Installer, Assembler or as an apprentice the employer shall pay a tool allowance of:-
- (i) \$17.00 per week to such Serviceperson, Installer or Assembler; or
 - (ii) In the case of an apprentice a percentage of \$17.00 being the percentage which appears against their year of apprenticeship in subclause (3) of this Clause,
- for the purpose of such Serviceperson, Installer, Assembler or apprentice supplying and maintaining tools ordinarily required in the performance of their work as a Serviceperson, Installer, Assembler or apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this Clause.
- (c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or apprentice shall replace or pay for any tools supplied by the employer if lost through their negligence.
- (6) Casual Employees:
An employee engaged as a casual employee or an employee employed for less than one month whose employment is terminated for reasons other than misconduct shall be paid twenty per cent in addition to the rate prescribed for his/her classification.
- (7) Structural Efficiency
- (a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1750 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
 - (b) The parties to the Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the radio and television industry and to enhance the career opportunities and job security of employees in the industry.
 - (c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant Union or Unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or Union or Unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism and procedures.
 - (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award, and subject to Clause 33. - Training, of this Award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.
 - (e) Without limiting the rights of either an employer or a Union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements:
 - (i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;
 - (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change;
 - (iii) No employee shall lose income as a result of the change;

- (iv) The Union must be a party to the Agreement;
- (v) The Union shall not unreasonably oppose any Agreement;
- (vi) Any Agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.
- (f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 32. - Avoidance of Industrial Dispute, of this Award.
- (g) The parties to this Award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited to hours of work and higher duties within six months of the 21st November 1990.

29A. - ADULT MINIMUM AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00532

Railway Employees' Award No. 18 of 1969

4.2. - RATES OF PAY

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

REA	Previous Rate	Flat Hourly on and from the commencement of the first pay period on or after 1 July 2019	Weekly Wage on and from the commencement of the first pay period on or after 1 July 2019
Level 10	747.60	\$31.14	\$ 1183.50
Level 9	725.80	\$30.20	\$ 1147.60
Level 8	704.00	\$29.25	\$ 1111.40
Level 7	660.40	\$28.12	\$ 1068.60
Level 6	638.60	\$26.41	\$ 1003.70
Level 5	618.80	\$25.65	\$ 974.80
Level 4	597.00	\$24.74	\$ 940.00
Level 3A	583.50	\$24.17	\$ 918.50
Level 3	567.10	\$23.57	\$ 895.50
Level 2	547.10	\$22.74	\$ 864.00
Level 1	526.10	\$21.77	\$ 827.30

4.9. - MINIMUM WAGE:

- 4.9.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 4.9.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 4.9.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 4.9.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.
- 4.9.5 Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.9.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.9.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 4.9.8 Subject to this clause the minimum adult award wage shall –
- 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.
- 4.9.9 **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

4.9.10 Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00533**Rangers Consolidated Award 2000****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.

- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

17. - WAGES

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

	\$ PER WEEK	ARBITRATED SAFETY NET ADJUSTMENTS \$ PER WEEK	TOTAL \$ PER WEEK
<u>Classifications</u>			
Ranger's Assistant			
Year 1	376.90	425.90	802.80
Year 2	389.70	427.00	816.70
Year 3	402.20	428.10	830.30
Year 4	414.70	429.10	843.80
Year 5	427.10	434.90	862.00
Ranger Grade 1			
Year 1	439.60	436.20	875.80
Year 2	452.00	437.60	889.60
Year 3	466.40	436.90	903.30
Year 4	476.30	438.10	914.40
Year 5	491.00	439.70	930.70
Ranger Grade 2			
Year 1	508.60	441.60	950.20
Year 2	522.10	443.00	965.10
Year 3	536.40	444.70	981.10
Year 4	551.20	446.20	997.40
Year 5	567.00	448.40	1015.40
Senior Ranger Grade 3			
Year 1	588.50	452.50	1041.00
Year 2	605.20	454.40	1059.60
Year 3	623.10	456.30	1079.40
Senior Ranger Grade 4			
Year 1	640.30	455.90	1096.20
Year 2	662.60	458.40	1121.00

- (2) Employees with No Fixed Hours

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

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

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

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

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

2019 WAIRC 00534

Recreation Camps (Department for Sport and Recreation) Award

1B. - MINIMUM ADULT AWARD WAGE

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

- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

(10) **Adult Apprentices**

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

15. - WAGES

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

	Per Week \$	Arbitrated Safety Net Adjustments\$	Per Week \$
(a) Warden-in-Charge			
1st year of employment	409.70	428.60	838.30
2nd year of employment	413.50	428.90	842.40
3rd year of employment and thereafter	417.40	433.70	851.10
(b) Mobile Warden			
1st year of employment	404.20	428.20	832.40
2nd year of employment	408.00	428.50	836.50
3rd year of employment and thereafter	411.80	428.90	840.70
(c) Assistant Warden			
1st year of employment	388.10	426.80	814.90
2nd year of employment	391.90	427.10	819.00
3rd year of employment and thereafter	395.80	427.40	823.20
(d) Ranger			
1st year of employment	390.30	427.00	817.30
2nd year of employment	394.10	427.40	821.50
3rd year of employment and thereafter	404.90	428.20	833.10

- | | Per Week \$ | Arbitrated
Safety Net
Adjustments\$ | Per Week \$ |
|--|-------------|---|-------------|
| (e) Noalimba Night Supervisor | | | |
| 1st year of employment | 404.20 | 428.20 | 832.40 |
| 2nd year of employment | 408.00 | 428.50 | 836.50 |
| 3rd year of employment and thereafter | 411.80 | 428.90 | 840.70 |
| (f) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle. | | | |
| These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement. | | | |
| Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments. | | | |
| (2) Provided that the rate of pay referred to in subclause (1) of this clause shall increase by 15% for employees where such employees' ordinary hours of work are worked over any five days of the week as prescribed by Clause 6. - Hours of this award. | | | |
| (3) Supervision Allowance | | | |
| Employees placed in charge of other employees shall be paid the following weekly allowance, or part thereof, in addition to the rate prescribed for the employee's class of work | | | |
| | | \$ per
week | |
| 1 to 5 employees | | 11.20 | |
| 6 to 10 employees | | 20.00 | |
| 11 to 15 employees | | 24.90 | |
| 16 to 20 employees | | 33.90 | |
| over 20 (for each additional employee) | | 0.40 | |
| (4) Casual employees shall be paid 20% in addition to the rates otherwise payable under this clause. | | | |
| (5) The term "year of employment" in this clause shall mean years of service with the employer irrespective of classification. | | | |

2019 WAIRC 00535

Restaurant, Tearoom and Catering Workers' Award21. - 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	1493.90
Level 1	Food & Beverage Attendant Grade 1	
	Kitchen Attendant Grade 1	
	Guest Services Grade 1	1530.10
Level 2	Gardener	
	General Hand	
	Yardman	
	Food & Beverage Attendant Grade 2	
	Cook Grade 1	
	Kitchen Attendant Grade 2	
Level 3	Night Porter	1584.50
	Storeperson Grade 1	
	Doorperson/Security Officer Grade 1	
	Guest Services Grade 2	
	Food & Beverage Attendant Grade 3	
	Cook Grade 2	
	Kitchen Attendant Grade 3	
	Guest Services Grade 3	1624.30
Storeperson Grade 2		
Timekeeper/Security Officer Grade 2		
Forklift Driver		
Handyperson		

Level	Classification	\$ per Fortnight
Level 4	Cook Grade 3	1701.80
	Storeperson Grade 3	
	Food & Beverage Attendant Grade 4 (Tradesperson)	
	Guest Service Grade 4	
Level 5	Cook Grade 4	1794.50
	Food & Beverage Supervisor	
	Guest Services Supervisor	
Level 6	Cook Grade 5	1836.50

(2) Arbitrated Safety Net Adjustments

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

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

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

21A. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

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

(4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

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

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

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

(a) Apply to all work in ordinary hours.

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

(a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

(b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.

(c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00536

Retail Pharmacists' Award, 2004

4.1 - MINIMUM ADULT AWARD WAGE

- 4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 4.1.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 4.1.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 4.1.8 Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- 4.1.9 **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- 4.1.10 **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

4.2 - WAGES

4.2.1 Classifications

Award Rate Per Week \$

Pharmacist Manager	
(a) Grade 3	1353.50
(b) Grade 2	1284.10
(c) Grade 1	1214.70
Pharmacist-in-Charge	
(a) Grade 2	1168.40
(b) Grade 1	1145.30
Pharmacist	1080.10
Trainee - First Half of traineeship	850.90
Trainee - Second Half of traineeship	919.10
Pharmacy Students	
First Year	712.90
Second Year	758.20
Third Year	803.40
Fourth Year	826.00

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

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

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

500 hour student 583.90

4.2.3 "Pharmacist-in-Charge Grade 1" means a Pharmacist-in-Charge of more than 10 but not more than 20 other employees.

4.2.4 "Pharmacist-in-Charge Grade 2" means a Pharmacist-in-Charge of more than 20 other employees.

4.2.5 Pharmacist

- (a) The registered pharmacist commencement level. A pharmacist is professionally responsible for the dispensing of prescriptions in accordance with the Pharmacy Act.
- (b) Duties and responsibilities shall include, but shall not be limited to:
 - (i) dispensing prescriptions in accordance with the requirements of relevant legislation, counselling patients where necessary, Pharmaceutical Benefits Scheme return preparation, Dangerous Drugs stock control, cashing up, supervision of supply of scheduled items.
 - (ii) a pharmacist may in the course of employment be placed in charge of not more than ten other employees and be required to perform such other tasks in a pharmacy as are incidental to being in charge of others, but who shall not be required to perform substantial management tasks.

4.2.6 Pharmacist Manager

- (a) A Pharmacist Manager is employed as the pharmacist in control of the business. Pharmacy Managers are totally responsible to the proprietor for all aspects of the business, including rostering of staff, hiring and firing of staff, full business administration and profit and performance, and strategic planning.
- (b) Pharmacist Managers will be graded as follows:
 - (i) Grade 1: Manages a small pharmacy where the equivalent full-time supervised staff (EFTS) is two or less.
 - (ii) Grade 2: Manages a medium pharmacy where the EFTS is more than two but less than five.
 - (iii) Grade 3: Manages a large pharmacy where the EFTS is five or more.
 - (iv) Equivalent Full-Time Supervised Staff is calculated according to the following formula:
a/b = c where:
 - a = The total number of hours ordinarily worked by pharmacy assistants in the pharmacy;
 - b = The total number of hours the pharmacy is ordinarily open for business; and
 - c = The number of equivalent full-time supervised staff.

4.2.7 Employees shall be classified and graded according to the work level standards and the grading arrangements as set out in 4.2.1.

4.2.8 Where a pharmacist is required, at the direct request of the owner or manager, to be in charge of a shop for a period in excess of four continuous hours in any one day, the employee shall be paid at the rate for the relevant category of pharmacist-in-charge for the period of time so worked.

4.2.9 Hourly rates shall be calculated by dividing the appropriate weekly rate by 38.

4.2.10 Part-time employees

Part-time employees shall be paid an hourly rate calculated on the basis of 4.2.1 and 4.2.9, for the classification involved.

4.2.11 Payment of wages

Payment of wages shall be made weekly, fortnightly or monthly according to the contract of employment, or the work cycle in accordance with 3.1.1, or as otherwise agreed between the employer and the employee.

4.2.12 The rates of wages as set out in 4.2.1 are to be increased by the full arbitrated safety net adjustments.

The rates of pay in this Award include arbitrated safety net adjustments available since December 1993 until the commencement of the first pay period commencing on or after 1 July 2007 under the Arbitrated Safety Net Adjustment Principle.

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

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

2019 WAIRC 00537

Rock Lobster and Prawn Processing Award 1978 - The

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.

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

7. - WAGES

(1) Adult Employees

The following shall be the minimum weekly rate of wage payable to employees covered by this award, with effect on and from the commencement of the first pay period on or after 1 July 2019.

Classifications	Base Rates Per Week \$	Arbitrated Safety Net Adjustments \$	Total Award Rate Per Week \$
(a) Grader	325.95	421.55	747.50
(b) Process Employee			746.90

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.

2019 WAIRC 00538

Rope and Twine Workers' Award

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) Adult Apprentices
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

19. - WAGES

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

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

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

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

	Rate	Arbitrated Safety Net Adjustment	Total Rate
	\$	\$	\$
(1) Adult Employees			
Rope layer on heavy type strand machine			746.90
Rope layer (other) in walk with traveller			746.90
Rope splicer on driving ropes and springs			746.90
Combination spinning and spooling machine operator			746.90
Rope house machinist			746.90
Feeder on first spreader			746.90
Oiler and/or belt repairer			746.90
Employees lumping, loading and unloading hemp			746.90
All other machine operators or employees feeding or taking from machines			746.90
All others			746.90
(2) Junior Employees:			
Junior employees shall receive the prescribed percentage of the "All Others" classification per week.			
		%	
16 years of age and under		45	
16½ years of age		50	
17 years of age		55	
17½ years of age		65	
18 years of age		75	
18½ years of age ...		90	
19 years of age, appropriate adult rate.			

2019 WAIRC 00539

Saddlers and Leatherworkers' Award

9. - WAGES

- (1) The minimum weekly rate of wage payable to an employee covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder:

	Base Rate\$	Arbitrated Safety Net Adjustments\$	Minimum Rate\$
(a) Adult Employees			
(i) Saddlery and Harness Section -			
(aa) Saddlers – employee manufacturing and repairing saddles	366.70	425.00	791.70
(bb) Manufacturer and/or repair of harnesses, harness saddles, bridle work and strappings, collars for horses or similar collars, whips and whiphongs	363.40	424.70	788.10

	Base Rate\$	Arbitrated Safety Net Adjustments\$	Minimum Rate\$
(ii) Leather Goods Section - All employees engaged in the manufacture of leather goods:			
First six months of employment on such work	345.70	423.20	768.90
Between six and twelve months of employment on such work	350.60	423.60	774.20
After twelve months of employment on such work	352.30	423.90	776.20
(iii) Fibre Goods Section - Manufacture and/or repair of port-manteaux, bags and trunks, suit and attache cases, travel goods, musical instrument and similar cases, covered wireless or radio cases, slither cans, welders and similar industrial masks and other articles as are made of fibre			
First six months of employment on such work	343.10	423.00	766.10
Between six and twelve months of employment on such work	345.70	423.20	768.90
After twelve months of employment on such work	352.30	423.90	776.20
(iv) Sporting Goods Section - Manufacture and/or repair of sporting goods of all descriptions.			
First six months of employment on such work	345.70	423.20	768.90
Between six and twelve months of employment on such work	350.40	423.60	774.00
After twelve months of employment on such work	352.30	423.90	776.20
(v) Machine Belting etc. Section - Manufacture and/or repair of machine belting, gaskets and pump washers or similar articles			
(vi) Sewing Machinist - First six months of employment on such work -	345.70	423.20	768.90
Between six and twelve months employment on such work	350.40	423.60	774.00
After twelve months of employment on such work	352.30	423.90	776.20
(vii) All others	343.10	423.00	766.10
(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) Junior Employees (percent. of "All Others" classification)			
	%		
16 years of age and under	50		
17 years of age	60		
18 years of age	70		
19 years of age	80		
20 years of age	90		
(3) Apprentices (percent. of Saddler's rate per week)			
	%		
Five-year Term -			
First year	40		
Second year	48		
Third year	55		
Fourth year	75		
Fifth year	88		
Four-year Term -			
First year	42		
Second year	55		
Third year	75		
Fourth year	88		
Three-and-a-half year Term -			
First six months	42		
Next year	55		
Next following year	75		
Final year	88		
Three-year Term -			
First year	55		
Second year	75		
Third year	88		

9A. - MINIMUM WAGE - ADULT MALES AND FEMALES

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00540**Salaried Officers (Association for the Blind of Western Australia) Award, 1995**1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

SCHEDULE C – MINIMUM SALARIES

- (1) Subject to the provisions of Clause 7. – Classification/Salary Rates, Schedule D – Classification and Grading of Employees and to the provisions of this Schedule, the minimum annual salaries for employees bound by the award are set hereinafter.

- (2) Minimum Salaries.

LEVELS	CURRENT	ASNA	NEW
Level 1 Under 17 Years Of Age	11363	10532	21895
17 Years Of Age	13270	12300	25570
18 Years Of Age	15490	14358	29848
19 Years Of Age	17929	16618	34547
20 Years Of Age	20135	18663	38798
21 Years Of Age 1 st Year Of Service	22117	20500	42617
22 Years Of Age 2 nd Year Of Service	22771	20556	43327
23 Years Of Age 3 rd Year Of Service	23421	20610	44031
24 Years Of Age 4 th Year Of Service	24069	20910	44979
Level 2	24720	20981	45701
	25371	21054	46425
	26120	21020	47140
	26638	21077	47715
	27403	21161	48564

LEVELS	CURRENT	ASNA	NEW
Level 3	28307	21260	49567
	29010	21338	50348
	29749	21417	51166
	30928	21547	52475
Level 4	31545	21615	53160
	32470	21716	54186
	33421	21704	55125
	34772	21852	56624
Level 5	35476	21929	57405
	36443	22035	58478
	37438	22030	59468
	38462	22142	60604
Level 6	40434	22359	62793
	41898	22519	64417
	43978	22747	66725
	45091	22869	67960
Level 7	46501	23024	69525
	47962	23184	71146
	50097	23420	73517
	51847	23611	75458
Level 8	54495	23900	78395
	56337	24103	80440
Level 9	58354	24324	82678
	61598	24680	86278
Level 10	64189	24965	89154
	66824	25253	92077
Level 11	70437	25649	96086
	72878	25917	98795
Level 12	75662	26223	101885

- (a) An employee, who is 21 years of age or older on appointment to a classification equivalent to Level 1, may be appointed to the minimum rate of pay based on years of service, not on age.
- (b) A Medical Typist or Medical Secretary shall be paid a medical terminology allowance of \$1000 per annum. For the purposes of this subclause 'Medical Typist' and 'Medical Secretary' shall mean those workers classified on a classification equivalent to Level 1, 2, or 3 who spend at least 50% of their time typing from tapes, shorthand, and/or Doctor's notes of case histories, summaries, reports or similar material involving a broad range of medical terminology.
- (c) Where State Wage Case decisions of the Western Australian Industrial Relations Commission result in an expressed money adjustment to adult (21 years and over) salaries under this clause, the rates for Level 1 employees under 21 years shall be calculated using the following formula:

$$\text{Current junior rate} \div \text{Current Level 1 (21 years, 1}^{\text{st}} \text{ year of service) rate} \times \text{ASNA rate for Level 1 (21 years, 1}^{\text{st}} \text{ year of service)} = \text{Junior ASNA rate.}$$
The junior ASNA rate is added to the Current Junior Rate to obtain the applicable New Junior rate.
- (3) Salaries – Specified Callings and Other Professionals
- (a) Employees, who possess a relevant tertiary level qualification, or equivalent as agreed between the union and the employers, and who are employed in the callings of Architect, Audiologist, Bio Engineer, Chemist, Dietician, Engineer, Medical Scientist, Librarian, Occupational Therapist, Orthoptist, Physiotherapist, Physicist, Pharmacist, Clinical Psychologist, Psychologist, Research Officer, Scientific Officer, Social Worker, Speech Pathologist, Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, or any other professional calling as agreed between the Union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	NEW
Level 3/5	28307	21260	49567
	29749	21417	51166
	31545	21615	53160
	33421	21704	55125
	36443	22035	58478
Level 6	38462	22142	60604
	40434	22359	62793
	41898	22519	64417
	43978	22747	66725
Level 7	45091	22869	67960
	46501	23024	69525
	47962	23184	71146

LEVELS	CURRENT	ASNA	NEW
Level 8	50097	23420	73517
	51847	23611	75458
Level 9	54495	23900	78395
	56337	24103	80440
Level 10	58354	24324	82678
	61598	24680	86278
Level 11	64189	24965	89154
	66824	25253	92077
Level 12	70437	25649	96086
	72878	25917	98795
	75662	26223	101885

- (b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 3/5 under this subclause:
- Employees, who have completed an approved three academic year tertiary qualification, relevant to their calling, shall commence at the first year increment.
 - Employees, who have completed an approved four academic year tertiary qualification, relevant to their calling, shall commence at the second year increment.
 - Employees, who have completed an approved Masters or PhD Degree relevant to their calling shall commence on the third year increment.

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

- (c) The employer and union shall be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this subclause and shall maintain a manual setting out such qualifications.
- (d) The employer in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 3/5 for a particular calling/s.
- (4) Annual salary increments shall be subject to the employee's satisfactory performance over the preceding twelve months which shall be assessed according to an agreed form of performance appraisal.
- (5) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

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

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

2019 WAIRC 00541

Saw Servicing Establishments Award No. 17 of 1977

28. - WAGES

- (1) Rate Per Week:

The minimum rate of wages payable to employees employed in classifications contained in this subclause shall be as follows:

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total Minimum Award Rate (38 Hours) \$
(a) Saw Doctor Special Skills	438.10	398.60	836.70
(b) Saw Doctor	417.20	396.70	813.90
(c) Saw Filer	385.50	394.10	779.60
(d) Factory Hand			746.90

- (2) Apprentices:

Apprentices shall be paid a percentage of the total minimum weekly rate prescribed for a Saw Doctor in paragraph (1)(b) of this clause as follows:

Four Year Term

First year	50%
Second year	60%
Third year	75%
Fourth year	90%

- (3) Juniors:

An employee less than 19 years of age who is not an apprentice shall be paid a percentage of the total minimum award rate prescribed for a Factory Hand in paragraph (1)(d) of this clause as follows:

16 years of age	45%
17 years of age	55%
18 years of age	70%

- (4) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

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

29. - MINIMUM WAGE - ADULT MALES AND FEMALES

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00542

School Employees (Independent Day & Boarding Schools) Award, 1980

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

32. - WAGES

(1) (a) The minimum weekly rates of wage payable shall be:

	Minimum Award Rate\$	ASNA	Total
<u>Level 1</u>			
Cleaner	412.60	376.80	789.40
<u>Level 2</u>			
Domestic employees including -			
Kitchen Attendant			
House Attendant			
Dining Attendant			
Laundry Attendant			
Sewing Attendant	419.30	377.40	796.70

	Minimum Award Rate\$	ASNA	Total
<u>Level 3</u>			
Cooks (Other)	423.50	377.70	801.20
<u>Level 4</u>			
Gardener/Groundsperson Grade 1	431.80	378.50	810.30
<u>Level 5</u>			
First Cook (Grade 1), or Cook working alone	440.20	379.10	819.30
Gardener/Groundsperson, Grade 2 Sewing Supervisor			
<u>Level 6</u>			
Senior Gardener/Groundsperson Grade 1 First Cook, Grade 2	448.50	379.90	828.40
<u>Level 7</u>			
Senior Gardener/Groundsperson, Grade 2 Tradesperson Cook	465.20	385.70	850.90
<u>Level 8</u>			
Head Groundsperson	548.60	392.70	941.30

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

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

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

(2) Junior Employees:
Junior employees shall receive the following percentages of the adult rate for the class of work on which they are engaged.

	%
Under 16 years of age	60
16 to 17 years of age	70
17 to 18 years of age	80

(3) General Conditions:

(a) Junior employees may be employed in the proportion of one junior to every two or fraction of two not being less than one adult employee employed in the same occupation, provided that this ratio may be altered by written agreement between the Union and the employee concerned.

(b) Senior employees other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid \$25.95 per week in addition to the rates prescribed herein.

(4) For all work done on any day after a break referred to in subclause (3) of Clause 7. - Hours of this award, the employee shall be paid an allowance of \$1.60 per hour for each such hour worked.

(5) On and from 12 August 1992 the wage rates set out in subclause (1) of this clause include the first, second, third and fourth instalments of the Minimum Rates Adjustment Principle. Relativities have been established at 87.4% of the tradesperson's rate at Level 1 and 100% of the tradesperson's rate for a trade trained Senior Cook at Level 7.

2019 WAIRC 00543

Security Officers' Award

21. - CLASSIFICATION STRUCTURE AND WAGE RATES

- (1) CLASSIFICATION STRUCTURE
- An employer shall classify existing and new employees, as a security officer at a level 1 to 4, according to the criteria set out below. Existing employees, and new employees upon engagement, shall be informed by the employer of the classification into which they have been placed.
- (a) SECURITY OFFICER - LEVEL 1
- (i) A Security Officer - Level 1 is an employee who performs work to the level of his or her training.
- (ii) Indicative of the tasks which an employee at this level may perform are the following;
- (aa) Watch, guard or protect premises and/or property;
- (bb) Be stationed at an entrance and/or exit, whose principal duties shall include the control of movement of persons, vehicles, goods and/or property coming out of or going into premises or property, including vehicles carrying goods of any description, to ensure that the quantity and description of such goods is in accordance with the requirements of the relevant document and/or gate pass and who also may have other duties to perform and shall include an area or door attendant or commissionaire in a commercial building;
- (cc) Respond to basic fire/security alarms at their designated post;

- (dd) In performing the duties referred to above the officer may be required to use electronic equipment such as hand-held scanners and simple closed circuit television systems utilising basic keyboard skills.

(b) SECURITY OFFICER - LEVEL 2

- (i) A Security Officer - Level 2 is an employee who performs work above and beyond the skills of an employee at Level 1 to the level of his or her training.
- (ii) Indicative of the tasks which an employee at this level may perform are the following:
 - (aa) Duties of securing, watching, guarding and/or protecting as directed, including responses to alarm signals and attendances at and minor non-technical servicing of automatic teller machines, and is required to patrol in a vehicle two or more separate establishments or sites; or
 - (bb) Monitors and responds to electronic intrusion detection or access control equipment terminating at a visual display unit and/or computerised printout (except for simple closed circuit television systems).
 - (cc) May be required to perform the duties of Security Officer - Level 1.
 - (dd) Monitors and acts upon walk through magnetic detectors; and/or monitor, interpret and act upon screen images using x-ray imaging equipment.
 - (ee) The operation of a public weighbridge by a Security Officer appropriately licensed to do so.

(c) SECURITY OFFICER - LEVEL 3

- (i) A Security Officer - Level 3 is an employee who performs work above and beyond the skills of an employee at Level 2 to the level of his or her training.
- (ii) Indicative of the tasks which an employee at this level may perform are the following:
 - (aa) The monitoring and operation of integrated intelligent building management and security systems terminating at a visual display unit or computerised printout which requires data input from the Security Officer.
 - (bb) A Security Officer, who in the opinion of the Employer has no previous relevant experience at this level, and is undertaking the tasks of a Security Officer Level 4 whilst undergoing training and gaining experience during the first 6 months of employment as such.
- (iii) A Security Officer Level 3 is also required to perform the duties of a Security Officer - Level 1 and/or Security Officer - Level 2.

(d) SECURITY OFFICER - LEVEL 4

- (i) A Security Officer - Level 4 is an employee who performs work above and beyond the skills of an employee at Level 3 to the level of his or her training.
- (ii) Indicative of the tasks which an employee at this level may perform are the following:
 - (aa) Monitoring, recording, inputting information or reacting to signals and instruments related to electronic surveillance of any kind within a central station.
 - (bb) Keyboard operation to alter the parameters within an integrated intelligent building management and/or security system.
 - (cc) The co-ordinating, monitoring or recording of the activities of Security Officers utilising a verbal communications system within a central station.
- (iii) A Security Officer Level 4 is also required to perform the duties of Security Officers at Levels 1 and/or 2 and/or 3.

(2) WAGE RATES

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

Classification	Minimum Rate
	\$
Security Officer-Level 1	789.40
Security Officer-Level 2	805.90
Security Officer-Level 3	817.10
Security Officer-Level 4	828.40

- (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.

- (3) A probationary Security Officer shall be paid 96% of the weekly wage rate prescribed for a Security Officer - Level 1 or Security Officer - Level 2 whichever is applicable and, if the officer is a casual, the casual loading referred to in subclause (3)(b) of Clause 6. – Types of Employment in the award.

- (4) Senior Officials:
Any officer placed in charge of other officers shall be paid in addition to the appropriate wage prescribed, the following:
- | | Per Week |
|---|----------|
| | \$ |
| (a) if placed in charge of not less than 3 and not more than 10 other officers | 26.90 |
| (b) if placed in charge of not less than 10 and not more than 20 other officers | 41.40 |
| (c) if placed in charge of more than 20 other officers | 53.10 |

22. – MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) Minimum Adult Award Wage
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) Adult Apprentices
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00544

Shearing Contractors' Award of Western Australia 2003

4.1 - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
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2019 WAIRC 00545

Sheet Metal Workers' Award No. 10 of 1973

6. - WAGES AND SUPPLEMENTARY PAYMENT

- (1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level as specified in Clause 3. - Definitions, shall be made up of a base rate, plus a supplementary payment and safety net adjustment, giving a total award rate as follows:-

	BASE RATE PER WEEK \$	SUPPLEMENTARY PAYMENT \$	SAFETY NET ADJUSTMENT \$	TOTAL RATE PER WEEK \$
Level C14	284.80	40.60	421.50	746.90
Level C13	299.50	42.60	422.90	765.00
Level C12	319.20	45.40	424.80	789.40
Level C11	337.40	48.10	426.60	812.10
Level C10	365.20	52.00	433.70	850.90

- (2) Supplementary Payments:
- (a) Where an employee is in receipt of a rate of pay which exceeds the Award Rate Per Week prescribed in sub-clause (1) hereof, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangements, then such rate will be deemed to be inclusive of the Supplementary Payment.
- (b) Overtime, shift allowances, penalty rates, disability allowances, special rates, fares, and travelling time allowances and any other work-related allowances prescribed by this award shall not be offset against Supplementary Payments.
- (c) Alterations to the base rate and supplementary payments, arising out of the variation occurring on 15th May 1996 to reflect the percentage relativities in Clause 3. - Definitions of this Award for each classification level, shall not provide cause to allow an increase or decrease of an employee's total remuneration if the total remunerations in excess of the award rate per week prescribed in sub-clause (1) hereof.
- (d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (3) Junior Workers - Wage per week expressed as a percentage of the rate prescribed for an employee classified as Level C13:-

	%
Under 16 years of age	35
16 years of age	45
17 years of age	55
18 years of age	65
19 years of age	78.5
20 years of age	93

- (4) Apprentices - Wage per week expressed as a percentage of the award rate for a Level C10 classification:-

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

- (5) Construction Allowance:
- (a) In addition to the appropriate rates of pay prescribed in this clause, a worker shall be paid -
 - (i) \$37.20 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project.
 - (ii) \$33.40 per week if engaged on a multistorey building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A multistorey building, when completed, will consist of at least five storeys.
 - (iii) \$19.70 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 3. - Definitions of this award.
 - (b) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.
 - (c) An allowance paid under this subclause includes any allowance otherwise payable under Clause 7. - Special Rates and Provisions of this award, except the allowance for work at heights.
- (6) Leading Hands:
- In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid:
- | | \$ |
|---|-------|
| (a) If placed in charge of not less than three and more than 10 other employees | 21.00 |
| (b) If placed in charge of more than 10 and not more than 20 other employees | 32.20 |
| (c) If placed in charge of more than 20 other employees | 41.60 |
- (7) A casual worker shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed.
- (8) The rate prescribed in this award for any classification is not amended by this clause and shall not, for the purposes of any other award, order, industrial agreement or other agreement, be deemed to have been so amended.
- (9) Structural Efficiency:
- (a) Arising out of the decision of the State Wage Case on 8th September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment operative from the commencement of the first pay period beginning on or after 3 November 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
 - (b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the metal and engineering industry and to enhance the career opportunities and job security of employees in the industry.
 - (c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or union or unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism and procedures.
 - (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award and, subject to Clause 37. - Training of this award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) hereof.
 - (e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission if the initiative varies an Award provision and by agreement of the parties involved shall be subject to the following requirements:-
 - (i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.
 - (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change.
 - (iii) No employee shall lose income as a result of the change.
 - (iv) The relevant union or unions must be a party to the agreement.
 - (v) The relevant union or unions shall not unreasonably oppose any agreement.
 - (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.
 - (f) Any disputes arising in relation to the implementation of subclause (c) and (d) hereof shall be subject to the provisions of Clause 27. - Avoidance of Industrial Disputes of this award.
- (10) Liberty to Apply:
- Liberty is reserved for the parties to this Award to pursue the inclusion of classification levels in excess of those currently contained in subclause (1) of this Clause.

6A. - MINIMUM WAGE

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

- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

38. - TRAINEESHIPS

- (1) **Scope:**
- (a) This clause shall apply to persons -
 - (i) who are undertaking a traineeship (as defined); and
 - (ii) who are employed by an employer bound by this Award.
 - (b) This clause does not apply to the Apprenticeship system.
- (2) **Objectives:**
- (a) This clause facilitates a system of traineeships which provides approved training in conjunction with employment in order to enhance skill levels and future employment prospects of Trainees, particularly young persons and long term unemployed persons; and
 - (b) this clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme; and
 - (c) existing full time employees shall not be displaced from employment by a Trainee.

- (3) Limited Operation (ATS and CST):
The wage rates prescribed herein and relative to the Australian Traineeship System (ATS) or the Career Start Traineeships (CST) shall not apply to any employer bound by this Award, except in relation to ATS and CST Trainees who commenced a traineeship with the employer before 28 July 1995.
- (4) Definitions:
 "Appropriate State Legislation" means the State Employment and Skills Development Authority Act 1990, or any successor legislation.
 "Approved Training" means training undertaken both on and off the job in a Traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved and accredited by the Training Authority.
 "Traineeship Agreement" means an agreement made subject to the terms of this Award between an employer and the Trainee for a Traineeship and which is registered with the Training Authority. A Traineeship Agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.
 "Traineeship Scheme" means the Metal and Engineering Industry Traineeship, Australian Traineeship System or Career Start Traineeship approved by the State Training Authority, or any other Traineeship Scheme for employees covered by this Award and approved by the Training Authority after consultation and negotiation with the Union.
 "Training Authority" means -
 (a) the State Employment and Skills Development Authority and any successor; or
 (b) the National Employment and Training Taskforce where such gives interim approval to a Training Scheme and thereafter until that scheme is finally approved by the body referred to in (a) hereof.
- (5) Training Conditions:
 (a) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.
 (b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, provided that if the Traineeship Agreement is not in a standard format, a Traineeship shall not commence until the Traineeship Agreement has been registered with the Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on-the-job training.
 (c) The employer shall provide an appropriate level of supervision during the traineeship period.
 (d) The over-all training programme will be monitored by officers of the Training Authority and training records or work books shall be provided if required to be utilised as part of this monitoring process.
- (6) Employment Conditions:
 (a) A Trainee shall be engaged as a full time employee for a maximum duration of one year, provided that a Trainee shall be subject to a satisfactory probation period of one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee may vary the duration of the Traineeship and the extent of approved training, provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.
 (b) (i) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned, in accordance with the Traineeship Agreement, and to the Training Authority.
 (ii) An employer who decides not to continue the employment of a Trainee upon completion of the traineeship shall notify, in writing, the Training Authority of that decision.
 (c) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement and the Trainee will attend such training.
 (d) Where the employment of a Trainee by an employer is continued after completion of the traineeship period, such traineeship period shall be counted as service for the purposes of this Award.
 (e) All other terms and conditions of this Award that are applicable to the Trainee, or would be applicable to the Trainee but for this clause, shall apply unless specifically varied by this clause.
 (f) A Trainee who fails to either complete the Traineeship or who cannot, for any reason, be placed in full time employment with the employer on successful completion of the Traineeship, shall not be entitled to any severance payment.
 (g) (i) Overtime and shift work shall not be worked by a Trainee except in circumstances where the section in which the trainee is receiving on-the-job training is required to work overtime, or the work of that section is normally carried out by shifts and there is satisfactory provision for approved training.
 (ii) A Trainee shall not work overtime alone.
 (iii) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by this Award.
- (7) Wages:
 (a) (i) The minimum rates of wages payable weekly to Trainees are as provided in paragraphs (b) or (d) of this subclause.

- (ii) These wage rates will only apply to Trainees while they are undertaking an approved traineeship which includes approved training as defined in this clause.
- (iii) The wages prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.
- (b) Traineeships (excluding ATS and CST):

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

- (i) Industry/Skill Level A:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level A -

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	221.00 (50%)* 258.00 (33%)	275.00 (33%) 307.00 (25%)	378.00
plus 1 year out of school	307.00	378.00	438.00
plus 2 years	378.00	438.00	512.00
plus 3 years	438.00	512.00	585.00
plus 4 years	512.00	585.00	
plus 5 years/more	585.00		

- (ii) Industry/Skill Level B:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level B -

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	221.00 (50%)* 258.00 (33%)	275.00 (33%) 307.00 (25%)	369.00
plus 1 year out of school	307.00	369.00	422.00
plus 2 years	369.00	422.00	496.00
plus 3 years	422.00	496.00	566.00
plus 4 years	496.00	566.00	
plus 5 years/more	566.00		

- (iii) Industry/Skill Level C:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level C -

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	221.00 (50%)* 258.00 (33%)	275.00 (33%) 307.00 (25%)	367.00
plus 1 year out of school	307.00	367.00	412.00
plus 2 years	367.00	412.00	462.00
plus 3 years	412.00	462.00	519.00
plus 4 years	462.00	519.00	
plus 5 years/more	519.00		

- (c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10 and shall be deemed to -

- (i) include any period of schooling beyond Year 10 which was not part of, nor contributed to, a completed year of schooling;
- (ii) include any period during which a Trainee repeats, in whole or part, a year of schooling beyond Year 10; and
- (iii) not include any period during a calendar year in which a year of schooling is completed.

- (d) Traineeships (AST and CST only):

Wages for the Australian Traineeship System and Career Start Trainees shall be calculated as follows:-

- (i) Australian Traineeship System:

- (aa) The weekly wage payable to a trainee shall be not less than that determined by applying the appropriate junior wage per week, calculated in accordance with subclause (2) in Clause 6. - Wages of this Award and multiplying by 39, which represents actual weeks spent on the job, then dividing that sum by 52 to provide a weekly wage.
- (bb) In any case, the rate determined shall not be less than the minimum rate prescribed in the Australian Traineeship guide-lines as amended from time to time.

- (ii) Career Start Traineeship:
 - (aa) Determining the hourly rate applicable to a Level C13 adult employee, if 21 years of age or older, or the appropriate junior wage per week as prescribed by subclause (2) of Clause 6. - Wages of this Award.
 - (bb) Multiplying that hourly rate by the number of weekly ordinary hours, less the average training as specified in the Registered Agreement.
- (e) Completed Traineeship - Continued Junior Employment:

Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to -

 - (i) The Traineeship Scheme (excluding the Australian Traineeship System and a Career Start Traineeship), the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 3. - Definitions of this Award and the wage rate relevant thereto as prescribed in Clause 6. - Wages of this Award shall be the level of wage to which the prescribed age-related percentage appropriate to the junior employee concerned will be applied to calculate the weekly rate of wage for such junior employee; or
 - (ii) the Australian Traineeship System, or the Career Start Traineeship, the rate of wage for Level C12 prescribed by Clause 6. - Wages of this Award shall be the level of wage to which the prescribed age-related percentage, appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.
- (8) Industry/Skill Levels:

The industry skill levels referred to in subclause (7) of this clause are those described in this subclause.

 - (a) Industry/Skill Level A:
 - Office Clerical
 - Commonwealth Public Sector Clerical
 - State Public Sector Clerical
 - Local Government Clerical
 - Finance, Property and Business Services.
 - (b) Industry/Skill Level B:
 - Wholesale and Retail
 - Recreation and Personal Services
 - Transport and Storage
 - Manufacturing.
 - (c) Industry/Skill Level C:
 - Community Services and Health
 - Pastoral
 - Environmental
 - Wholesale and Retail - Vehicle Repair Services and Retail Sector.

2019 WAIRC 00546

Ship Painters' and Dockers' Award

1B. – MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

Division II. – This Division Shall Apply to Permanent Employees as Defined in Clause 17. – Definitions of Division I of This Award, Except Where Otherwise Provided

4. – RATES OF WAGES

- (1) The following shall be the minimum rates of wages payable to employees employed under this Division –
- | | Per Week\$ | ASNA | TOTAL |
|------------------|------------|------|--------|
| (a) Rigger | | | 746.90 |
| (b) General Hand | | | 746.90 |
- (2) **Leading Hands** – The following additional rates shall be paid to –
- Leading Hands employed by the Fremantle Port Authority and the State Shipping Service
 - in charge of ten employees or less, an additional rate of 21.00
 - in charge of more than ten employees, an additional rate of 22.90
 - Other Leading Hands 22.90
- (3) Notwithstanding the provisions of subclauses (1) and (2) of this clause the following shall be the minimum rates of wages payable to employees in the Inner Harbour –
- | | | | |
|---|--------|--------|--------|
| (a) Rigger | 420.20 | 388.30 | 808.50 |
| (b) General Hand | 414.20 | 387.90 | 802.10 |
| (c) Sub-Foreman – State Shipping Service
Riggers' Loft | 433.30 | 389.40 | 822.70 |

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

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

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

Division IV. – Ship Building and/or Repairing

2. – RATES OF WAGES

- (1) The minimum weekly rates of wages for employees bound by this Division shall be –
- | | A\$ | B\$ |
|------------------------------|-----|--------|
| (a) (i) Rigger Certificated | | 746.90 |
| (ii) Rigger Not Certificated | | 746.90 |

- | | A\$ | Per Week | B\$ |
|---|-----|----------|--------|
| (b) General Hand | | | 746.90 |
| (c) In any week when ship repair work is performed the parties may agree to the payment of a ship repair allowance to compensate for the disabilities associated with that work. The allowance agreed upon shall be in lieu of the provisions of Clause 3. – Special Rates of Division I of this award. | | | |

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

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

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

- (2) Leading Hands –
In addition to the appropriate total rate prescribed in this clause, a leading hand shall be paid:
- | | |
|--|-------|
| (a) if placed in charge of not less than three and not more than ten other employees | 14.60 |
| (b) if placed in charge of more than ten and not more than twenty other employees | 22.50 |
| (c) if placed in charge of more than twenty other employees | 28.90 |
- (3) A casual employee shall mean an employee who is engaged and paid as such, and shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he is employed.

2019 WAIRC 00547

Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977 - The

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- | |
|--|
| (a) Apply to all work in ordinary hours. |
| (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award. |
- (9) Minimum Adult Award Wage
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

- (10) Adult Apprentices
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

28. - WAGES

Part I -

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

- (1) With effect on and from the commencement of the first pay period on or after 1 July 2019.

ADULTS (Classifications and Wages per week):

	(i) Who works ordinary hours Monday to Friday	(ii) Who works ordinary hours between Monday and 1.00 pm Saturday	(iii) Who works ordinary hours between Monday and Saturday with the completion of ordinary hours after 1.00 pm Saturday
	\$	\$	\$
Shop Assistants, Sales Person, Wholesale Sales Person, Demonstrator, Canvasser and/or Collector, Storeperson, Packer, Despatch Hand, Reserve Stock Hand, Ticket Writer	811.60	824.90	839.00
Window Dresser/ Visual Merchandiser	819.00	832.40	850.90
Storeperson Operator Grade I	823.60	837.10	855.80
Storeperson Operator Grade II	828.90	842.20	861.00

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.

- (2) An employee in (1) - (5) above who is required by the employer to be in charge of a shop, store or warehouse or other employees shall be paid an in charge allowance for all purposes of the award calculated as follows:
- (a) if placed in charge of a shop, store or warehouse with no other employees or if placed in charge of less than three other employees -
3.4% of the rate specified in subclause (1) - (5) above, as appropriate
 - (b) if placed in charge of three or more other employees but less than ten other employees -
6.2% of the rate specified in subclause (1) - (5) above, as appropriate
 - (c) if placed in charge of ten or more other employees -
11.2% of the rate specified in subclause (1) - (5) above, as appropriate

Part II -

The minimum rates of wages payable to all junior workers covered by this award shall be as follows -

Junior workers: (per cent of the appropriate wage prescribed in PART I hereof) per week:

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

Part III –

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

- (1) (a) A worker required to operate a ride-on power operated tow motor, a ride-on power operated pallet truck or a walk beside power operated high lift stacker in the performance of his duties shall be paid an additional 0.73 cents per hour whilst so engaged.
- (b) A worker required to operate a ride-on power operated fork lift, high lift stacker or high lift stock picker or a power operated overhead traversing hoist in the performance of his duties shall be paid an additional 0.81 cents per hour whilst so engaged.
- (c) The allowances prescribed by this subclause shall not be payable to an employee engaged, and paid, as a "Storeman Operator Grade 1" or a "Storeman Operator Grade 2".
- (2) Any workers, whether a junior or adult, employed as a canvasser and/or collector shall be paid the adult male wage.
- (3) Where a canvasser provides his own bicycle he shall be paid an allowance of \$1.58 per week.
- (4) (a) A worker shall receive an additional payment for every hour of which he spends 20 minutes or more in a cold chamber in accordance with the following:
In a cold chamber in which the temperature is:
 - (i) Below 0° Celsius to -20° Celsius - \$0.90 per hour
 - (ii) Below -20° Celsius to -25° Celsius - \$1.05 per hour
 - (iii) Below -25° Celsius - \$1.18 per hour.
- (b) Workers required to work in temperatures less than -18.9° Celsius shall be medically examined at the employer's expense.
- (5) (a) A worker (full time, part time or casual) who is required to work any of his or her ordinary hours between 6.00p.m. and 11.30p.m. Monday to Friday inclusive in a "small retail shop" as defined or a "special retail shop" (pharmacy) as defined shall be paid at a loading of 20% for each hour worked after 6.00p.m.
For casual workers such loading shall be paid in addition to the rates prescribed in Clause 7(4) of this award.
- (b) A worker (part time or casual) who is required to work any of his or her ordinary hours between 6.00p.m. and 11.30p.m. on Saturday in a "small retail shop" as defined or a "special retail shop" (pharmacy) as defined shall be paid at a loading of 20% for each hour worked after 6.00p.m.
 - (i) A casual worker employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by subclause (5) of Clause 7. - Casual Workers.
 - (ii) A part time worker employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by paragraph (b) of subclause (7) of Clause 8. - Part Time Workers.
- (6) (a) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours between 6.00pm and midnight Monday to Friday inclusive shall be paid a loading of 20% for each hour so worked.
Provided that for casual workers such loading shall be paid in addition to the rates prescribed in Clause 7. - Casual Workers subclause (4) of this award.
- (b) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours between 6.00pm and midnight on Saturday shall be paid a loading of 20% for each hour worked after 6.00pm.
 - (i) A casual employee employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by subclause (5) of Clause 7. - Casual Workers.
 - (ii) A full or part-time employee employed under paragraph (b) of this subclause shall be paid the 20% loading as calculated on the rates as determined by paragraph (b) of subclause (7) of Clause 8. - Part-Time Workers.
- (c) An employee in a "Section 42 shop" as defined who is required to work any of his or her ordinary hours before 7.00am on any day Monday to Saturday inclusive shall be paid a loading of 30% for each hour so worked.
Provided that for casual workers such loading shall be paid in addition to the rates prescribed in Clause 7. - Casual Workers subclause (4) of this award.
- (7) An automotive spare parts or accessories salesman qualified (i.e. one who has passed the appropriate course of technical training) shall be paid the sum of \$26.90 per week in addition to the rates prescribed herein.

47. - TRAINEESHIPS

- (1) Scope
 - (a) Subject to paragraph (b) of this subclause, this clause shall apply to persons:
 - (i) who are undertaking a traineeship (as defined); and
 - (ii) who are employed by an employer bound by this award; and
 - (iii) whose employment is covered by the Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977 No. R 32 of 1976.

- (b) Notwithstanding the foregoing, this clause shall not apply to employees who were employed by an employer bound by this clause prior to the date of approval of a traineeship scheme relevant to the employer, except where agreed between the employer and the union.
- (2) Objective
- (a) The objective of this clause is to establish a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of trainees, particularly young people, and the long term unemployed.
- (b) The system is neither designed nor intended for those who are already trained and job ready.
- (c) Existing employees shall not be displaced from employment by trainees.
- (3) Supersession
- The existing award provisions for the Australian Traineeship System (ATS) shall not apply to any employer bound by this award, except in relation to ATS trainees who commenced a traineeship with the employer before the employer was bound to this award.
- (4) Definitions
- "Approved Training" means training undertaken in a traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a traineeship scheme approved by the relevant state training authority or NETTFORCE. The training will be accredited and lead to qualifications as set out in subclause 5(e).
- "Relevant Award" means The Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977 No. R 32 of 1976.
- "Trainee" means an employee who is bound by a traineeship agreement made in accordance with this clause.
- "Traineeship" means a system of training which has been approved by the appropriate state training authority, or which has been approved on an interim basis by the National Employment and Training Taskforce (NETTFORCE), until final approval is granted by the relevant state training authority.
- "Traineeship Agreement" means an agreement made subject to the terms of this award between an employer and the trainee for a traineeship and which is registered with the appropriate state training authority, NETTFORCE, or under the provisions of the appropriate state legislation. A traineeship agreement shall be made in accordance with the relevant approved traineeship scheme and shall not operate unless this condition is met.
- "Traineeship Scheme" means an approved traineeship applicable to a group or class of employees or to an industry or sector of an industry or an enterprise. A traineeship scheme shall not be given approval unless consultation and negotiation with the union upon the terms of the proposed traineeship scheme and the traineeship have occurred. An application for approval of a traineeship scheme shall identify the union and demonstrate to the satisfaction of the approving authority that the abovementioned consultation and negotiation have occurred.
- "Parties to a Traineeship Scheme" means the employer organisation and/or the employer and the union involved in the consultation and negotiation required for the approval of a traineeship scheme.
- References in this award to "the relevant state training authority or NETTFORCE" shall be taken to be a reference to NETTFORCE in respect of a traineeship that is the subject of an interim approval but not a final approval by the relevant state training authority. NETTFORCE powers and functions stipulated in this award may be circumscribed and/or delegated by the terms of an agreement between NETTFORCE and a relevant state training authority. Reference to NETTFORCE within this clause will have no effect during the currency of the W.A. State Training Authority/NETTFORCE Memorandum of Agreement.
- "Appropriate State Legislation" means the State Employment and Skills Development Authority Act 1990.
- (5) Training Conditions
- (a) The trainee shall attend an approved training course or training programme prescribed in the traineeship agreement or as notified to the trainee by the appropriate state training authority in accredited and relevant traineeship schemes or NETTFORCE if the traineeship scheme remains subject to interim approval.
- (b) A traineeship shall not commence until the relevant traineeship agreement, made in accordance with a traineeship scheme, has been signed by the employer and the trainee and lodged for registration with the relevant state training authority or NETTFORCE, provided that if the traineeship agreement is not in a standard format a traineeship shall not commence until the traineeship agreement has been registered with the relevant state training authority or NETTFORCE. The employer shall ensure that the trainee is permitted to attend the training course or programme provided for in the traineeship agreement and shall ensure that the trainee receives the appropriate on-the-job training.
- (c) The employer shall provide a level of supervision in accordance with the traineeship agreement during the traineeship period.
- (d) The employer agrees that the overall training programme will be monitored by officers of the appropriate state training authority or NETTFORCE and training records or work books may be utilised as part of this monitoring process.
- (e) Training shall be directed at:
- (i) the achievement of key competencies required for successful participation in the workplace (where these have not been achieved) (e.g. literacy, numeracy, problem solving, teamwork, using technology) and as proposed to be included in the AVC Level 1 qualification. This could be achieved through foundation competencies which are part of endorsed competencies for an industry or enterprise, and/or

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

(6) Employment Conditions

- (a) A trainee shall be engaged as a full time employee for a maximum of one year's duration provided that a trainee shall be subject to a satisfactory probation period of up to one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the relevant state training authority or NETTFORCE the parties to a traineeship agreement may vary the duration of the traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant traineeship scheme.
- (b)
 - (i) An employer shall not terminate the employment of a trainee without firstly having provided written notice of termination to the trainee concerned in accordance with the traineeship agreement and to the relevant state training authority or NETTFORCE. The written notice to be provided to the relevant state training authority or NETTFORCE shall be provided within five working days of termination.
 - (ii) An employer who chooses not to continue the employment of a trainee upon the completion of the traineeship shall notify, in writing, the relevant state training authority or NETTFORCE of its decision.
- (c) The trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the traineeship agreement.
- (d) Where the employment of a trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service the purposes of any relevant award or any other legislative entitlements.
- (e)
 - (i) The traineeship agreement may restrict the circumstances under which the trainee may work overtime and shift work in order to ensure the training programme is successfully completed.
 - (ii) No trainee shall work overtime or shift work on their own unless consistent with the provisions of this award.
 - (iii) No trainee shall work shift work unless the parties to a traineeship scheme agree that such shift work makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for non-shift work trainees.
 - (iv) The trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by the relevant award, unless otherwise agreed by the parties to a traineeship scheme, or unless the relevant award makes specific provision for a trainee to be paid at a higher rate, in which case the higher rate shall apply.
- (f) All other terms and conditions of the relevant award that are applicable to the trainee, or would be applicable to the trainee but for this clause, shall apply unless specifically varied by this clause.
- (g) A trainee who fails to either complete the traineeship, or who cannot for any reason be placed in full time employment with the employer on successful completion of the traineeship, shall not be entitled to any severance payments payable pursuant to termination, change and redundancy provisions or provisions similar thereto.

(7) Wages

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

HIGHEST YEAR OF SCHOOLING COMPLETED

School Leaver	Year 10 and below\$	Year 11\$	Year 12\$
	272.00	325.00	377.00
Plus 1 year out of school	325.00	377.00	455.00
Plus 2 years	377.00	455.00	508.00
Plus 3 years	455.00	508.00	578.00
Plus 4 years	508.00	578.00	
Plus 5 years	578.00		

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

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

- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (b) The skill level of approved Traineeships in the retail and wholesale industries has been agreed to be skill Level B.
 - (c) For the purposes of this provision "out of school" shall refer only to periods out of school beyond year 10, "(or below)" and shall be deemed to:
 - (i) include any period of schooling beyond year 10 "(or below)" which was not part of nor contributed to a completed year of schooling;
 - (ii) include any period during which a trainee repeats in whole or part a year of schooling beyond year 10; "(or below)" and
 - (iii) not include any period during a calendar year in which a year of schooling is completed.
 - (iv) have effect on an anniversary date being January 1 in each year.
 - (d) At the conclusion of the traineeship this clause ceases to apply to the employment of the trainee and the award shall apply to the former trainee.

2019 WAIRC 00548

Show Grounds Maintenance Worker's Award

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.

- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

27. - WAGES

- (1) The minimum rates of wages per week payable to workers covered by this award shall be the wages prescribed in subclause (2) of this clause.

	Rate Per Week\$	ASNA	TOTAL
(2) (a) Motor Vehicle Drivers -			
Not exceeding 25cwt capacity			746.90
Exceeding 25cwt but not exceeding 3 tons capacity			746.90
Exceeding 3 tons but under 6 tons capacity			746.90
Exceeding 6 tons and over but under 7 tons capacity			746.90
Exceeding 7 tons and over but under 8 tons capacity			746.90
(b) Machine Drivers -			
Operator-powered roller under 8 tons			746.90
Operator-powered roller 8 tons and over			746.90
Operator-powered vibrating roller under 4 tons			746.90
Operator-powered vibrating roller 4 tons and over			746.90
Operator-powered road roller pneumatic tyred 8 tons and over			746.90
Operator-tractor-pneumatic tyred without power operated attachments -			
(i) Classes 1 and 2			746.90
(ii) Classes 3, 4, 5 and 6 (including tractors tilting or a one man hitch trailer)			746.90
(iii) Over Class 6			746.90
Operator-tractor-pneumatic tyred with power operated attachments -			
(i) Classes 1 and 2			746.90
(ii) Classes 3, 4, 5 and 6 (not including tractors tilting or a one man hitch trailer)			746.90
(iii) Over Class 6 and up to and including 230 engine horsepower			746.90
(iv) Over Class 6 with power operated attachments in excess of 230 engine horsepower			746.90
Operator - Graders -			
(i) Drawn Graders			746.90
(ii) Grader - power operated below 50 net engine horsepower			746.90
(iii) Grader - power operated 50 to 100 net engine horsepower			746.90
(iv) Grader - power operated above 100 net engine horsepower			746.90
Operator of portable petrol driven crosscut or circular saw			746.90
(c) Gardeners -			
Propagator			746.90
Nurserymen, first class gardeners appointed as such by the employer and street tree pruners			746.90
Gardeners planting out and attending flower beds and assisting nurserymen			746.90
Hand power motor mower			746.90
Hand rotary hoe and operators of other machines			746.90
Sprayers or fumigators of noxious weeds and/or pests vermin, mosquitoes, or ants or workers employed in destroying blackberry bush or boxthorn -			
(i) Hand operated			746.90
(ii) Power Operated			746.90
(d) General -			
Track hands			746.90
Machine man (jackhammer)			746.90
Concrete slab layer			746.90
Concrete kerb layer			746.90
Concrete finisher			746.90
Others			746.90

- (9) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

25. - WAGES

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

	Base Rate\$	Arbitrated Safety Net Adjustments\$	Minimum Rate\$
Adult employees:			
Product maker - soap crutcher, liquids powders and pastes, detergents and cleaners polishes and stains, toilet soaps	343.60	423.10	766.70
Assistant Product Maker	335.60	422.40	758.00
General Hand other than above	327.50	421.70	749.20

- (2) **Junior Employees.** Junior Employees shall receive the prescribed percentage of the General Hand minimum rate.
- | | |
|---------------------------------|-----|
| | % |
| Under 17 years of age | 60 |
| 17 to 18 years of age | 70 |
| 18 to 19 years of age | 80 |
| 19 to 20 years of age | 90 |
| At 20 years of age, adult rates | 100 |
- (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2019 WAIRC 00550

Social and Community Services (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 working under an award that provides for a 38 hour week is \$746.90 per week.
 The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
 The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 5.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

- 5.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 5.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 5.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 5.8 Subject to this clause the minimum adult award wage shall –
- (1) Apply to all work in ordinary hours.
 - (2) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- 5.9 **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- 5.10 **Adult Apprentices**
- (1) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (2) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (3) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (4) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (5) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (6) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

14. - CLASSIFICATIONS AND SALARY

- 14.1 Rates of pay
- 14.1.1 The minimum annual rate of salary to be paid to employees shall be in accordance with the rates set out in this clause.
- 14.1.2 The classification of employees shall be determined in accordance with the classification definitions.
- 14.1.3 For the purpose of the calculation and payment of salaries, the weekly salary shall be calculated by dividing the annual salary by 52.1667.

Level		Wages & Allowances Review 2008	Wages Review 2009-2010	Wages & Allowances Review 2019
		(\$)	(\$)	(\$)
Community Services Worker 1				Rate of Pay Per Annum \$
	1	30,981	9,832	40,813
	2	32,069	9,924	41,993
Community Services Worker 2				
	1	33,262	10,025	43,287
	2	34,350	10,240	44,590
	3	35,438	10,359	45,797

Level		Wages & Allowances Review 2008	Wages Review 2009-2010	Wages & Allowances Review 2019
		(\$)	(\$)	(\$)
Community Services Worker 3				
	1	36,423	10,468	46,891
	2	37,511	10,586	48,097
	3	38,338	10,677	49,015
Community Services Worker 4				
	1	38,338	10,677	49,015
	2	39,145	10,766	49,911
	3	40,233	10,884	51,117
	4	42,410	11,124	53,534
Community Services Worker 5				
	1	43,394	11,232	54,626
	2	44,482	11,352	55,834
	3	45,466	11,459	56,925
Community Services Worker 6				
	1	46,555	11,579	58,134
	2	47,643	11,697	59,340
	3	48,731	11,818	60,549
Community Services Worker 7				
	1	49,819	11,937	61,756
	2	50,907	12,056	62,963
	3	51,995	12,175	64,170
Community Services Worker 8				
	1	54,172	12,414	66,586
	2	55,260	12,533	67,793
	3	56,348	12,653	69,001
Community Services Worker 9				
	1	58,525	12,892	71,417

2019 WAIRC 00552**Social Trainers and Assistant Supervisors' (Activ Foundation) Award****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee

shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

32. - WAGES

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

	OLD RATE PER ANNUM\$	ARBITRATED SAFETY NET ADJUSTMENTS PER ANNUM\$	NEW RATE PER ANNUM\$	TOTAL RATE PER FORTNIGHT\$
Trainee Social Trainer				
Under 21 years -				
1st Year Level 1, appropriate to age				
2nd Year Next additional increment				
3rd Year Level One Next additional increment				
18 years of age	14238	16619	30857	1183.00
19 years of age	16481	17318	33799	1295.80
20 years of age	18507	17884	36391	1395.20
Over 21 years				
1st Year Level 1, 1st year of adult service	20331	22273	42604	1633.40
2nd Year Level 1, 2nd year of adult service	20983	22328	43311	1660.50
3rd Year Level 1, 3rd year of adult service	21634	22382	44016	1687.50
Social Trainer				
On appointment Level 1, 4th year of adult service	22281	22684	44965	1723.90
2nd year Level 1, 5th year of adult service	22932	22756	45688	1751.60
3rd year Level 1, 6th year of adult service	23583	22712	46295	1774.90
4th year Level 1, 7th year of adult service	24332	22793	47125	1806.70
5th year Level 1, 8th year of adult service	24850	22849	47699	1828.70
6th year Level 1, 9th year of adult service	25616	22933	48549	1861.30
Senior Social Trainer				
1st year Level 2, 1st year of adult service	26533	22918	49451	1895.90
2nd year Level 2, 2nd year of adult service	27236	23113	50349	1930.30
3rd year Level 2, 3rd year of adult service	27975	23193	51168	1961.70
4th year Level 2, 4th year of adult service	28756	23278	52034	1994.90
5th year Level 2, 5th year of adult service	29573	23368	52941	2029.70

	OLD RATE PER ANNUM\$	ARBITRATED SAFETY NET ADJUSTMENTS PER ANNUM\$	NEW RATE PER ANNUM\$	TOTAL RATE PER FORTNIGHT\$
Community Access Co-ordinator/ Assistant Supervisor				
1st year	22946	22755	45701	1752.10
2nd year	23597	22826	46423	1779.80
3rd year	24346	22794	47140	1807.30
4th year	24864	22850	47714	1829.30
5th year	25629	22935	48564	1861.90

(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.

2019 WAIRC 00551

Social Trainers (Nulsen Haven) Award

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

11. - WAGES

- (1) The minimum rates of wage payable to employees covered by this award shall be as set out hereunder:

	Total Rate Per Annum\$	Base Rate Per Week\$	Arbitrated Safety Net Adjustments\$	Minimum Rate\$
TRAINEE SOCIAL TRAINER:				
Under 21 years				
On appointment				
Level 1, appropriate to age				
2nd year				
Next additional increment				
3rd year				
Next additional increment				
Level One				
18 years of age	30731	275.00	314.10	589.10
19 years of age	34748	316.30	349.80	666.10
20 years of age	38379	353.60	382.10	735.70
Over 21 years				
On appointment Level 1, 1st year of adult service	42453	387.10	426.70	813.80
2nd year Level 1, 2nd year of Adult service	43163	399.60	427.80	827.40
3rd year Level 1, 3rd year of adult service	43872	412.10	428.90	841.00
SOCIAL TRAINER				
On appointment Level 1, 4th year of adult service	44968	427.10	434.90	862.00
2nd year Level 1, 5th year of adult service	45688	439.60	436.20	875.80
3rd year Level 1, 6th year of adult service	46407	452.00	437.60	889.60
4th year Level 1, 7th year of adult service	47117	466.30	436.90	903.20
5th year Level 1, 8th year of adult service	47701	476.30	438.10	914.40
6th year Level 1, 9th year of adult service	48551	491.00	439.70	930.70
SENIOR SOCIAL TRAINER:				
1st year Level 2, 1st year of adult service	49569	508.60	441.60	950.20
2nd year Level 2, 2nd year of adult service	50456	521.90	445.30	967.20
3rd year Level 2, 3rd year of adult service	51285	536.30	446.80	983.10
4th year Level 2, 4th year of adult service	52151	551.20	448.50	999.70
5th year Level 2, 5th year of adult service	53059	566.90	450.20	1017.10

- (2) Provided that an employee who has been reclassified from one designation to that of Trainee Social Trainer or Social Trainer shall be entitled to no reduction in conditions of employment or rates of pay to that the employee would have received if he/she had remained in his/her former classification.

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

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

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

2019 WAIRC 00553

Soft Furnishings Award

7. - WAGES

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

(1) Classification	Total Rate\$
(a) Workroom Supervisor	888.00
(b) Specialist Soft Furnishings Maker	850.90
(c) Installer	832.90
(d) Cutter	828.40
(e) Machinist	805.90
(f) Presser and Finisher	778.50
(g) Trainee (entry level employee)	765.00

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

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

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

(3) Apprentices:

(a) The rate per week for apprentices shall be the percentages shown in paragraph (b) hereof, of the total rate for a Specialist Soft Furnishings Maker.

(b) Percentages	%
Three Year Term	%
First Year	42
Second Year	55
Third Year	88

(4) Junior Employees:

(a) The wages per week for a junior employee shall be the percentage shown in paragraph (b) hereof, of the total rate for a Machinist.

(b) Percentage:	%
Under 16 years	40
Between 16 and 17 years	48.5
Between 17 and 18 years	56
Between 18 and 19 years	77
Between 19 and 20 years	84
Between 20 and 21 years	89.5

7A. - MINIMUM WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

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

(4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

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

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

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

(a) Apply to all work in ordinary hours.

- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
45. - TRAINEESHIPS
- (1) **Scope**
- (a) Subject to paragraph (b) of this subclause, this clause shall apply to persons:
 - (i) who are undertaking a Traineeship (as defined); and
 - (ii) who are employed by an employer bound by this award.
 - (b) Provided that this clause shall not apply to employees who were or are undertaking a traineeship otherwise than a traineeship as defined by this clause prior to the date of commencement of this clause.
 - (c) This clause has no relationship to the Apprenticeship system.
- (2) **Objective**
 The objective of this clause is to facilitate the establishment of a traineeship which provides approved training in conjunction with employment in order to enhance the skills and future employment prospects of Trainees, particularly young people, and the long term unemployed. The system is neither designed nor intended for those who are already trained and job ready. It is not intended that existing employees shall be displaced from employment by Trainees. Nothing in this clause shall be taken to replace the prescription of training requirements in the award.
- (3) **Definitions**
 In this clause:
- (a) "Approved Training" means training undertaken (both on and off the job) in a Traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved by the State Training Authority or the National Employment and Training Taskforce (NETTFORCE). The training will be accredited and lead to qualifications as set out in subclause (4)(e).
 - (b) "Award" means the Soft Furnishing Award No A 23 of 1982.
 - (c) "Union" means the Forest Products, Furnishing and Allied Industries Industrial Union of Workers, WA.
 - (d) "Trainee" means an employee who is bound by a Traineeship Agreement made in accordance with this award.
 - (e) "Traineeship" means a system of training which has been approved by the State Training Authority, or which has been approved on an interim basis by NETTFORCE, until final approval is granted by the State Training Authority.
 - (f) "Traineeship Agreement" means an agreement made subject to the terms of this award between an employer and the Trainee for a Traineeship and which is registered with the State Training Authority, NETTFORCE, or under the provisions of the State Employment and Skills Development Authority Act 1991, or any successor legislation. A Traineeship Agreement shall be made in accordance with the approved Traineeship Scheme and shall not operate unless this condition is met.
 - (g) "Traineeship Scheme" means an approved Traineeship applicable to a group or class of employees, or an enterprise within the industry of Soft Furnishing Manufacture. A Traineeship Scheme shall not be given approval unless consultation and negotiation with the union upon terms of the proposed Traineeship Scheme and the Traineeship have occurred. An application for approval of a Traineeship Scheme shall identify the union and demonstrate to the satisfaction of the approving authority that the abovementioned consultation and

negotiation have occurred. A Traineeship Scheme shall include a standard format which may be used for a Traineeship Agreement.

- (h) "Parties to a Traineeship Scheme" means the employer and the union involved in the consultation and negotiation required for the approval of the Traineeship Scheme.

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

(4) Training Conditions

- (a) The Trainee shall attend an approved training course or training program prescribed in the Traineeship Agreement or as notified to the trainee by the State Training Authority in accredited and relevant Traineeship Schemes; or NETTFORCE if the Traineeship Scheme remains subject to interim approval.
- (b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with this clause, has been signed by the employer and the trainee and lodged for registration with the State Training Authority, provided that if the Traineeship Agreement is not in a standard format a Traineeship shall not commence until the Traineeship Agreement has been registered with the State Training Authority. The employer shall ensure that the Trainee is permitted to attend the training course or program provided for in the Traineeship Agreement and shall ensure that the Trainee receives the appropriate on-the-job training.
- (c) The employer shall provide a level of supervision in accordance with the Traineeship Agreement during the traineeship period.
- (d) The employer agrees that the overall training program will be monitored by officers of the State Training Authority or NETTFORCE and training records or work books may be utilised as a part of this monitoring process.
- (e) Training is to be directed at:
- (i) the achievement of key competencies required for successful participation in the workplace (where these have not been achieved) (e.g. literacy, numeracy, problem solving, team work, using technology), and as are proposed to be included in the Australian Vocational Certificate Level 1 qualification.
- This could be achieved through foundation competencies which are part of endorsed competencies for an industry or enterprise; and/or
- (ii) the achievement of competencies required for successful participation in an industry or enterprise (where there are endorsed national standards these will define these competencies), as are proposed to be included in the Australian Vocational Certificate Level 2 qualification or above.

(5) Employment Conditions

- (a) A Trainee shall be engaged as a full-time employee for a maximum of one year's duration provided that a Trainee shall be subject to a satisfactory probation period of up to one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the State Training Authority or NETTFORCE, the employer and the Trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.
- (b) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned in accordance with the Traineeship Agreement and subsequently to the State Training Authority or NETTFORCE. The written notice to be provided to the State Training Authority or NETTFORCE shall be provided within 5 working days of the termination.
- An employer who chooses not to continue the employment of a trainee upon completion of the traineeship shall notify, in writing, the State Training Authority or NETTFORCE of its decision.
- (c) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement.
- (d) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship shall be counted as service for the purposes of the Award or any other legislative entitlements.
- (e) (i) The Traineeship Agreement may restrict the circumstances under which the Trainee may work overtime and shiftwork in order to ensure the training program is successfully completed.
- (ii) No Trainee shall work overtime or shiftwork on his or her own unless consistent with the provisions of the Award.
- (iii) No Trainee shall work shiftwork unless the parties to a Traineeship Scheme agree that such shiftwork makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for a non-shiftwork Trainee.
- (iv) The trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed in this award.
- (f) All other terms and conditions of this award that are applicable to the trainee, or would be applicable but for this clause, shall apply unless specifically varied by this clause.
- (g) A Trainee who fails to either complete the traineeship, or who cannot for any reason be placed in full time employment with the employer on successful completion of the traineeship shall not be entitled to any severance payments.

- (h) The right of entry provisions contained in Clause 21 of this award shall apply to the parties bound by the Traineeship.
- (6) Wages of Trainees
- (a) (i) The weekly wages payable to a Trainee are as provided for in paragraph (iv) of this subclause.
- (ii) These wage rates will only apply to Trainees while they are undertaking the Traineeship, which includes approved training, as defined.
- (iii) The wage rates prescribed by this subclause do not apply to the complete trade level training which is covered by the Apprenticeship system.
- (iv) Industry/Skill Level B: Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level B.

HIGHEST YEAR OF SCHOOLING			
School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	225.00 (50%)*	276.00 (33%)	369.00
	262.00 (33%)	314.00 (25%)	
plus 1 year out of school	314.00	369.00	422.00
plus 2 years	369.00	422.00	496.00
plus 3 years	422.00	496.00	566.00
plus 4 years	496.00	566.00	
plus 5 years/more	566.00		

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

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

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

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

- (b) Subclause (8) sets out the industry/skill level of an approved Traineeship. The industry skills contained in subclause (8) are prima facie the appropriate levels but are not determinative of the actual skill levels that may be contained in a Traineeship Scheme. The determination of the appropriate skill level shall be made by NETTFORCE based on the following criteria:
- (i) Any agreement of the parties;
- (ii) The nature of the industry;
- (iii) The total training plan;
- (iv) Recognition that training can be undertaken in stages;
- (v) The exit skill level in the relevant award contemplated by the Traineeship. In the event that the parties disagree with such determination it shall be open to any party to the Award to seek to have the matters in dispute determined by the Commission.
- (c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:
- (i) include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;
- (ii) include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10; and
- (iii) not include any period during a calendar year in which a year of schooling is completed.
- (d) At the conclusion of the traineeship, this clause ceases to apply to the employment of the Trainee and the Award shall apply to the former trainee.
- (7) Special Arrangements
- The wage rates contained in this clause are minimum rates. Subject to the foregoing, the Western Australian Industrial Relations Commission shall be requested to determine the appropriate wage rates for any Traineeship not regarded by the parties as appropriately covered by this award.
- (8) Industry/Skill Levels
- Industry/Skill Level B:**
- Wholesale and Retail
- Recreation and Personal Services
- Transport and Storage
- Manufacturing

2019 WAIRC 00554

State Research Stations, Agricultural Schools and College Workers Award

26. - WAGES

(1) Department of Agriculture (increments based on service):

	A	B	C
	RATE PER	RATE PER	RATE PER WEEK
	WEEK FIRST	WEEK SECOND	THIRD AND
	YEAR OF	YEAR OF	SUBSEQUENT
	SERVICES\$	SERVICES\$	YEARS OF
			SERVICES
(a) General Operative			
Grade II	-	348.09	-
Arbitrated Safety Net Adjustments		423.41	
Total		771.50	
(b) General Operative			
Grade I	371.66	375.97	379.55
Arbitrated Safety Net Adjustments	425.44	425.83	426.15
Total	797.10	801.80	805.70
(c) Agricultural			
Operative	379.76	384.17	387.86
Arbitrated Safety Net Adjustments	426.24	426.53	426.74
Total	806.00	810.70	814.60
(d) Senior Agricultural			
Operative (Tradesperson)	423.83	428.75	432.96
Arbitrated Safety Net Adjustments	434.57	435.05	435.44
Total	858.40	863.80	868.40
(e) Senior Agricultural			
Operative Special	476.83	484.00	491.18
Arbitrated Safety Net Adjustments	438.07	438.80	439.72
Total	914.90	922.80	930.90

(2) Ministry of Education (increments based on performance provided that for entry to the level of (d) hereof the employee shall hold the appropriate qualification):

	A	B	C
	RATE PER	RATE PER	RATE PER
	WEEK\$	WEEK\$	WEEK\$
(a) Agricultural Training			
Officer Level 1	433.67	438.80	443.21
Arbitrated Safety Net Adjustments	435.63	436.10	436.49
Total	869.30	874.90	879.70
(b) Agricultural Training			
Officer Level 2	449.87	455.30	459.71
Arbitrated Safety Net Adjustments	437.23	437.80	438.29
Total	887.10	893.10	898.00
(c) Agricultural Training			
Officer Level 3	466.68	472.42	481.03
Arbitrated Safety Net Adjustments	437.02	437.68	438.57
Total	903.70	910.10	919.60
(d) Agricultural Training			
Officer Level 4	496.30	511.68	527.05
Arbitrated Safety Net Adjustments	440.30	441.92	445.75
Total	936.60	953.60	972.80

(3) Ministry of Education (increments based on performance):

	A	B	C	D
	RATE	RATE	RATE	RATE
	PERWEEK\$	PERWEEK\$	PERWEEK\$	PERWEEK\$
(a) Kitchen Staff				
employee Level 1	370.84	377.50	381.71	
Arbitrated Safety Net Adjustments	425.36	425.90	426.29	
Total	796.20	803.40	808.00	
(b) Kitchen Staff				
employee Level 2	387.55	395.85	400.98	
Arbitrated Safety Net Adjustments	426.75	427.45	427.92	
Total	814.30	823.30	828.90	

- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00555

Storemen (Government) Consolidated Award 1979**1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

20. - WAGES

- (1) It is a term of this Award that the Unions undertakes, for the duration of the Principles determined by the Commission in Court Session in Application No. 1940 of 1989, not to pursue any extra claims, award or over-award, except when consistent with the State Wage Principles.
- (2) The rates of wages payable to employees under this award shall be as follows:

Adults (Classification and Wage per week):	Base Rate\$	Arbitrated Safety Net Adjustments\$	Award Rate\$
Storeperson Level 4			
Grade 1	440.75	411.95	852.70
Grade 2	451.00	413.00	864.00
Grade 3	461.25	414.05	875.30
Storeperson Level 3			
Grade 1	421.28	405.72	827.00
Grade 2	427.43	406.27	833.70
Grade 3	433.58	406.92	840.50
Storeperson Level 2			
Grade 1	408.46	404.74	813.20
Grade 2	414.61	405.09	819.70
Grade 3	421.07	405.73	826.80
Storeperson Level 1			
Grade 1	397.70	403.90	801.60
Grade 2	402.83	404.27	807.10
Grade 3	407.95	404.65	812.60

- (b) Junior Employees (percent of the wage prescribed for a Storeperson Level 1 Grade 1 in paragraph (a) above).
- | | |
|-----------------------|-----|
| Under 16 years of age | 43% |
| 16 to 17 years of age | 53% |
| 17 to 18 years of age | 62% |
| 18 to 19 years of age | 77% |
| 19 to 20 years of age | 83% |
| At 20 years of age | 92% |
- (3) (a) A Level 1 Storeperson required to operate a walk beside power operated tow motor, or a ride on power operator pallet truck in the performance of his/her duties shall be paid an additional 33 cents per hour whilst so engaged.
- (b) A Level 1 Storeperson required to operate a ride on power operated forklift, high lift stacker, high lift stock picker or a power operated overhead traversing hoist in the performance of his/her duties, shall be paid an additional 46 cents per hour whilst so engaged.
- (4) Cold Chamber Allowances
- (a) An employee shall receive an additional payment for every hour of which he/she spends 20 minutes or more in a cold chamber in accordance with the following:
In a cold chamber in which the temperature is:
- (i) Below 0 degrees Celsius to -20 degrees Celsius: 49 cents per hour
- (b) Employees required to work in temperatures less than -18.9 degrees Celsius shall be medically examined at the employer's expense.
- (5) Casual employees shall receive 20 per centum in addition to the rates prescribed in this clause.
- (6) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

2019 WAIRC 00559

Teachers' Aides' Award, 1979

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any

equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

14. - WAGES

- (1) (a) The total minimum hourly award rate payable to employees covered by this award operative on and from the commencement of the first pay period on or after 1 July 2019.

	Base Rate (Per Hour)	Arbitrated Safety Net Adjustments (Per Hour)	Minimum Award Rate (Per Hour)
	\$	\$	\$
Step 1	9.35	12.19	21.54
Step 2	9.54	12.20	21.74
Step 3	9.74	12.22	21.96
Step 4	9.98	12.24	22.22
Step 5	10.27	12.26	22.53
Step 6	10.64	12.29	22.93
Step 7	10.95	12.32	23.27
Step 8	10.71	12.30	23.01
Step 9	11.02	12.32	23.34
Step 10	11.33	12.35	23.68
Step 11	11.63	12.37	24.00
Step 12	11.82	12.40	24.22
Step 13	11.96	12.40	24.36

Progression along the wages scale shall be by annual increment.

Level One

Aboriginal Education Workers in Aboriginal Schools, Early Childhood Education or Transport.

Teachers Aides in Junior Primary Schools, Pre-primary Schools or Pre-schools.

Bus Wardens

Step 1 to Step 4, inclusive

Step 1	9.35	12.19	21.54
Step 2	9.54	12.20	21.74
Step 3	9.74	12.22	21.96
Step 4	9.98	12.24	22.22

Level Two

Aboriginal Education Workers in Aboriginal Schools, or Early Childhood Education where the required in-service training has been completed.

Teacher Aide in Education Support Units.

Step 2 to Step 5, inclusive.

Step 2	9.54	12.20	21.74
Step 3	9.74	12.22	21.96
Step 4	9.98	12.24	22.22
Step 5	10.27	12.26	22.53

Level Three

Aboriginal Education Workers where a basic child care course has been completed.

Special Aboriginal Education Worker placements in Secondary Schools.

Teacher Aide in Education Support Centres.

Step 4 to Step 7, inclusive.

	Base Rate (Per Hour)	Arbitrated Safety Net Adjustments (Per Hour)	Minimum Award Rate (Per Hour)
	\$	\$	\$
Step 4	9.98	12.24	22.22
Step 5	10.27	12.26	22.53
Step 6	10.64	12.29	22.93
Step 7	10.95	12.32	23.27

Level Four

Aboriginal Education Workers on satisfactory completion of the first year of Aboriginal Teachers' Training Course.

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union.

Ethnic Aides,

Regional Kindergarten Aides,

Rural Integration Programme Aides,

Teacher Aides in Education Support Schools.

Step 8 to Step 11, inclusive.

Step 8	10.71	12.30	23.01
Step 9	11.02	12.32	23.34
Step 10	11.33	12.35	23.68
Step 11	11.63	12.37	24.00

Teachers' Aides in Education Support Schools, Regional Kindergarten Assistants or Ethnic Aides who have completed an approved "Classroom Assistant" Course at a recognised training institution or other equivalent qualification approved by the Minister as being appropriate after consultation with the Union; and who have completed four years of service, or equivalent.

Step 12	11.82	12.40	24.22
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Level Five

Aboriginal Education Workers on satisfactory completion of the second year of Aboriginal Teachers' Training Course.

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications approved by the Minister as being appropriate after consultation with the Union.

Step 13	11.96	12.40	24.36
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- (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.

2019 WAIRC 00558

Teachers' Aides' (Independent Schools) Award 1988

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.

- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

14. - WAGES

The minimum hourly award rate of wage payable to employees covered by this award operative on and from the commencement of the first pay period on or after 1 July 2019 shall be:

(1) Teachers Aides	Base Rate (Per Hour)\$	Arbitrated Safety Net Adjustments (Per Hour)\$	Minimum Award Rate (Per Hour)\$
Step 1	9.35	12.19	21.54
Step 2	9.54	12.20	21.74
Step 3	9.74	12.22	21.96
Step 4	9.98	12.24	22.22
Step 5	10.27	12.26	22.53
Step 6	10.64	12.29	22.93
Step 7	10.95	12.32	23.27
Step 8	10.71	12.30	23.01
Step 9	11.02	12.32	23.34
Step 10	11.33	12.35	23.68
Step 11	11.63	12.37	24.00
Step 12	11.82	12.40	24.22
Step 13	11.96	12.40	24.36

Progression along the wages scale shall be by annual increment.

Level One

Teachers' Aides in Primary Schools, Pre-Primary Schools or Pre-Schools Teaching Assistants

Enter Step 1

Exit Step 4

Level Two

Teachers' Aides in Aboriginal Schools, where the required training has been completed.

Teachers' Aides involved in a Special Education Programme (a part-time programme for one or more students within a mainstream school).

Enter Step 2

Exit Step 5

Level Three

Teachers' Aides in Aboriginal Secondary Schools

Teachers' Aides in Special Education Centres (a full-time class, serving a region, within a mainstream school)

Enter Step 4

Exit Step 7

Level Four

Teachers' Aides in Aboriginal Schools on satisfactory completion of the first year of Aboriginal Teachers' Training Course

Employees who have completed an approved "Classroom Assistant" Course at a recognised training institution or equivalent as agreed between the Union and the Respondents

Teachers' Aides in Special Education Schools (schools with limited enrolment to students with a particular disability)

Teaching Assistants who have completed initial training as detailed in the Aboriginal Teaching Assistants Programme Manual.

Enter Step 8

Exit Step 11

Teachers' Aides in Special Education Schools who have completed an approved "Classroom Assistant" Course at a recognised training institution

Teaching Assistants who have completed year 1 of the Diploma of Teaching or Bachelor of Education as specified in the Aboriginal Teaching Assistants Programme Manual.

Step 12

Level Five

Employees who have completed the Child Care Certificate, National Nursery Examination Board Certificate or other equivalent qualifications as agreed between the Union and the Respondents

Teachers' Aides in Aboriginal Schools on satisfactory completion of the second year of Aboriginal Teachers' Training Course

Teaching Assistants who have completed year 2 of the Diploma of Teaching or Bachelor of Education as specified in the Aboriginal Teaching Assistants Programme Manual.

Step 13

- (2) A Teachers' Aide left in charge of pupils for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

	Base Rate (Per Hour)\$	Arbitrated Safety Net Adjustments (Per Hour)\$	Min. Hourly Award Rate (Per Hour)\$
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- (3) (a) Child Care Workers

1st year of experience	11.19	12.21	23.40
2nd year of experience	12.37	12.31	24.68
3rd year of experience	13.00	12.37	25.37
4th year of experience	13.63	12.48	26.11
5th year of experience	14.27	12.54	26.81

- (b) An employee left in charge of pupils for a full session or more shall be paid no less than the rate applicable to a Child Care Worker in their fifth year of employment for the whole period they are in charge.

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

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

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

- (7) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the "year of employment" at which an employee is appointed and paid.
- (8) A casual employee shall be paid 20 percent in addition to the rates prescribed in this clause.

2019 WAIRC 00556**Teachers (Public Sector Primary and Secondary Education) Award 1993****1B. MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (a) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (7) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (8) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (9) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

SCHEDULE B – SALARIES

PART 1 – WAGES ADJUSTED BY ARBRITRATED SAFETY NET ADJUSTMENTS

TABLE I – TEACHERS AND SCHOOL ADMINISTRATORS

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 1			
1.1	21317	20659	41976
1.2	22446	20755	43201
1.3	23764	21110	44874
1.4	24807	21224	46031
1.5	26439	21287	47726
1.6	28020	21461	49481
1.7	30085	21804	51889
1.8	31460	21955	53415
1.9	33700	22200	55900
Level 2			
2.1	34748	22198	56946
2.2	36204	22357	58561
2.3	38950	22660	61610
Teachers			
Lecturers (Senior Colleges)			
Level 3			
3.1	41782	22970	64752
3.2	43406	23147	66553
3.3	45245	23350	68595

Principal of Primary School (< 100 students)

Principal of Education Support School (< 40 students)

Principal of Agricultural School/College (< 40 students)

Deputy Principal District High School (Secondary)

Deputy Principal District High School (Primary) (< 200 students)

Deputy Principal of Primary School

Programme Co-ordinator (Primary) - Distance Education

Head of Department - Secondary Schools (previously known as Senior Teacher)

Programme Co-ordinator - (previously limited tenure Senior Teacher positions)

Senior Lecturer - Senior College

Deputy Principal Education Support School (>40 students)

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 4			
4.1	47262	23571	70833
4.2	48524	23709	72233
4.3	49786	23848	73634

Principal of Agricultural School (40 to 80 students)

Principal of Primary School (100 to 300 students)

Principal of Education Support School (40 to 80 students)

Deputy Principal High and Senior High Schools (provided that Deputy Principals of High and Senior High Schools with an enrolment of > 600 students may progress to the minimum of Level 5)

Deputy Principal District High School (Primary)(> 200 primary students)

Deputy Principal - Distance Education

Head of School - Senior College

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 5			
5.1	51589	24045	75634
5.2	53318	24236	77554
5.3	55052	24425	79477

Principal of Primary School (301 to 700 students)

Principal of District High School (150 to 450 students)

Principal of Agricultural College (> 80 students)

Principal of Education Support School (> 80 students)

Vice Principal - Distance Education

Deputy Principal - Senior College

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 6			
6.1	57946	24743	82689
6.2	59680	24934	84614
6.3	61409	25122	86531

Principal High and Senior High School

Principal of Primary School (> 700 students)

Principal - Distance Education Centre

Principal of Senior College

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 1			
Education Officer	31651	21975	53626
School Support Officer	33462	22174	55636
	35269	22257	57526
	37080	22454	59534
	38887	22652	61539
	40695	22851	63546
	42035	22999	65034
Level 2			
Education Officer	43379	23145	66524
	45003	23324	68327
	46841	23525	70366
Level 3			
Senior Education Officer	48859	23747	72606
Consultant	50120	23885	74005
	51383	24023	75406

TABLE III – SCHOOL DEVELOPMENT OFFICERS

The following salary scale shall be paid to employees employed as School Development Officers:

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 1			
1.1	30599	21860	52459
1.2	32411	22059	54470
1.3	34218	22140	56358
1.4	36029	22338	58367
1.5	37832	22537	60369
1.6	39640	22735	62375
1.7	40984	22882	63866

TABLE IV – COUNSELLING ASSISTANTS

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level	21830	20703	42533
	23150	20816	43966
	24446	21184	45630
	25756	21213	46969
	27297	21383	48680
	28883	21671	50554
	30513	21850	52363
	32151	22029	54180
	33563	22185	55748
	34969	22222	57191
	36395	22379	58774

ABLE V – GUIDANCE OFFICERS

The following salary scale shall be paid to employees employed as Guidance Officers:

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Guidance Officer, Grade II	24031	21139	45170
	25360	21285	46645
	26666	21313	47979
	27969	21455	49424
	29575	21748	51323
	31207	21927	53134
	32846	22106	54952
	34482	22169	56651
	35898	22324	58222
	37317	22479	59796
	38742	22637	61379
Guidance Officer, Grade I	38863	22650	61513
	39577	22728	62305
	40295	22807	63102
	41009	22885	63894
	41728	22963	64691

ABLE VI – SCHOOL PSYCHOLOGISTS

The following salary scale shall be paid to employees employed as School Psychologists:

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Level 1			
School Psychologist (Provisional)	29087	21694	50781
School Psychologist	30896	21892	52788
	32707	22091	54798
	34514	22172	56686
	36321	22371	58692
Level 2			
School Psychologist	38128	22570	60698
	39939	22767	62706
	41564	22946	64510
	43191	23125	66316
Level 3			
Senior School Psychologist	45790	23409	69199
	46829	23524	70353
	47870	23638	71508
Level 4			
Principal School Psychologist	49315	23797	73112
	50339	23909	74248
	51383	24023	75406

- (1) School Psychologists, Level 1 shall progress to School Psychologist, Level 2 on having met the following:
- Full registration status with the Psychologists Board of Western Australia; and
 - Having served twelve months on the maximum of School Psychologist, Level 1.
- (2) An employee on Table I wishing to transfer to the School Psychology Service shall transfer to the closest salary higher, plus one increment, to the maximum of Level 2 of Table VI. An employee who transfers to a salary in Level 2, Table VI shall be deemed to be Level 1, Table VI for all purposes other than salary.

2019 WAIRC 00557

Teachers (Public Sector Technical and Further Education) Award 1993

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

8. - SALARY SCALE

- (1) Employees shall be paid salaries and additional payments in accordance with the provisions of this clause. The pay rates set out in this clause were last varied on and from the commencement of the first pay period on or after 1 July 2019.

(2) **LECTURERS/COUNSELLORS**

- (a) The following salary scale shall apply to Lecturers and Counsellors.

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Grade 1	28188	21479	49667
Grade 2	29611	21751	51362
Grade 3	31035	21906	52941
Grade 4	32459	22063	54522
Grade 5	33882	22218	56100
Grade 6	35306	22259	57565
Grade 7	36730	22414	59144
Grade 8	38154	22571	60725
Grade 9	39577	22726	62303
Grade 10	41000	22883	63883

- (b) Except as otherwise provided in this award, progression along the salary scale shall be by annual increments and shall be dependent upon satisfactory service.

- (c) A lecturer/counsellor who has not had a satisfactory report may not advance further than 3 annual increments from grade of appointment.
- (d) Progression beyond two increments from grade of appointment is dependent on attaining an approved teaching qualification.
- (e) An individual's commencement salary grade shall meet the following minimum conditions:-
- (i) Grade 1:- Certificate, plus 5 years trade experience or basic qualification and/or criteria necessary to perform the position.
 - (ii) Grade 2:- The attainment of 3 years trained status as defined or equivalent to UG2 status.
 - (iii) Grade 3:- The attainment of 4 years trained status as defined or equivalent to UG1 status.
 - (iv) Grade 4:- The attainment of 5 years trained status as defined or equivalent to PG1 status.
- (f) A Counsellor must be a 'Registered Psychologist' in accordance with the provisions of the Psychologists Registration Act 1976.

(3) ADVANCED SKILLS LECTURER 1 (ASL1)
ADVANCED SKILLS COUNSELLOR 1 (ASC1)

Point	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
1	42538	23052	65590
2	44075	23220	67295
3	45612	23389	69001

Progression to ASL1 and ASC1 will be contingent upon meeting the specified criteria, in Appendices 1 and 2 respectively.

(4)

	Minimum Salary \$ per annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
ADVANCED SKILLS LECTURER 2 (ASL 2)	47150	23558	70708
ADVANCED SKILLS COUNSELLOR 2 (ASC 2)			
CURRICULUM OFFICER LEVEL 2 (CO 2)			

Progression to ASL2 or ASC2 or Curriculum Officer Level 2 will be available to, in the case of Lecturer ASL1's, Counsellors ASC1's and Curriculum Officer Level 1's subject to meeting the specified criteria, in Appendices 3, 4 and 5 respectively.

(5) PROMOTIONAL POSITIONS

- (a) Curriculum Officer Level 1 (CO 1)
Regional Co-Ordinator
Point

Point	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
1	42538	23052	65590
2	44075	23220	67295
3	45612	23389	69001

Selection for CO1 will be based on the specified criteria in Appendix 6.

Regional Co-ordinator positions are currently classified as Education Officer 1 for which criteria, duties and roles are already established. They are Education Act promotional positions.

(b)

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Head of Program	47150	23558	70708
Centre Manager 1			

Selection for Head of Program and Centre Manager 1 will be based on the specified criteria in Appendices 7 and 8 respectively.

(c)

	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
Principal Lecturer	49200	23782	72982
Centre Manager 2			
Senior Counsellor			
Senior Curriculum Officer			

Selection for Principal Lecturer, Senior Counsellor and Senior Curriculum Officer will be based on the specified criteria in Appendices 9, 10 and 11 respectively.

Selection Criteria for Centre Manager 2 are subject to further negotiation between the parties.

(d) Associate DirectorPoint	Minimum Salary \$ Per Annum	Safety Net Adjustment \$ per annum	Total Salary \$ per annum
1	49200	23782	72982
2	52275	24121	76396

(6) ALLOWANCES AND ADDITIONAL PAYMENTS

- (a) Lecturers approved to undertake special projects or administrative duties determined by the Executive Director shall have their annual salary increased by:-

	Allowance \$ Per Annum
Special Projects	2050
Administrative Duties:	
- 4 year trained	1141
- Other	939

- (b) Lecturers may be transferred to undertake special projects for a period up to two years with an option for a further 12 months. These officers will progress on the lecturing scale as provided in this clause. At the completion of the project the lecturer will revert to his or her new substantive salary on the lecturing scale.

(7) HOLIDAY LOADING

- (a) Employees shall be paid a loading of 17-1/2 percent of current salary when proceeding on annual leave. The loading shall be calculated with respect to a maximum of four weeks annual leave provided that the amount of such loading shall not exceed the amount set out in the Australian Bureau of Statistics publication for average weekly earnings per male employed unit in Western Australia for the September quarter in the year immediately proceeding the date leave is taken.
- (b) For the purposes of this clause there shall be no distinction between permanent and temporary employees.
- (c) Any employee employed for not less than one continuous month shall be entitled to a holiday loading on a pro-rata basis for each continuous month's service.
- (d) Any employee who works for a period within the school year which extends over term or semester vacations will be credited with service for such vacation period or periods.

(8) ARBITRATED SAFETY NET ADJUSTMENT

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

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

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

(9) PART TIME EMPLOYEES

- (a) A part-time employee shall receive salaries and allowances on a pro rata basis in the proportion that the working time worked bears to that of a full time employee.
- (b) A part-time employee shall work for such period of time as is in inverse proportion to the part-time hours before being eligible for an increment in basic salary or additional payment.
- (c) A part time employee shall accrue entitlement to all leave provided for in this award, at the same rate as a full time employee but shall be paid on a pro rata basis in the proportion that the time worked bears to full time.

9. - ADDITIONAL-TIME TEACHING AND CASUAL TEACHING

- (1) The additional-time hourly rates applicable to all employees full time or fractional, shall be calculated as follows:
Base annual salary divided by 1117.84, provided that the maximum rate shall be that payable to an ASL 1, point 3.

(2) Rates of Payment - Casual Work:

Rates of payment for people employed to teach on an hourly casual basis shall be based on level of subjects taught:

Teaching		Rates (Per Class Hour)\$	A.S.N.A.\$	TOTAL HOURLY RATE
Adult Education	Level 1	22.80	18.52	41.32
Certificate or Labour Markets Programs	Level 2	32.60	19.59	52.19
Associate Diploma/Advanced Certificate	Level 3	40.30	20.44	60.74
Small Business Management				

2019 WAIRC 00561

Theatrical Employees Entertainment, Sporting and Amusement Facilities (Western Australian Government) Award 1987

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

SCHEDULE A – RATES OF PAYMENT

Classification	Hourly Rate of Pay			
	<u>Column A</u>	<u>Column B</u>	<u>ASNA</u>	<u>TOTAL</u>
	\$			
(1) Attendant - General Duties: Cloakroom Attendant Gate Attendant Parking Attendant Turnstile Attendant Usher				19.66

Classification	Hourly Rate of Pay			
	Column A	Column B	ASNA	TOTAL
(2) Barrier Attendant (Racing) Change Room Attendant Curtain Attendant Door Attendant Fence Attendant Kennel Attendant/Dog Leader Ride Operator Stalls Attendant (Racing) Ticket Collector/Examiner Track Attendant	\$			19.66
(3) Scoreboard Operator Scratching Board Operator/ Writer (Racing)				19.66
(4) Parking Fee Collector Kennel Supervisor Programme Seller				19.66
(5) Change Cashier Gate Keeper Ticket/Token Seller Turnstile Operator				19.66
(6) Scales – Assistant Starter (Racing)				19.66
(7) Supervisor of less than 10 employees				19.66
(8) Supervisor of 10 or more employees				19.66

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

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

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

2019 WAIRC 00560

Theatrical Employees (Perth Theatre Trust) Award No. 9 of 1983

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.

- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

5. – RATES OF PAY

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

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

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

The minimum weekly award rate of pay to be paid to an employee shall be as follows -

	MINIMUM RATE	SUPPLE- MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
	\$	\$	\$	\$
(1) Stage Management Section				
(a) Technical Stage Manager	500.40	8.00	441.60	950.00
(b) Stage Manager	472.40	8.00	440.80	921.20
(c) Assistant Stage Manager	390.00	8.00	427.70	825.70
(2) Mechanical Department				
(a) Workshop				
(i) Head carpenter	460.40	8.00	439.40	907.80
(ii) Carpenter	406.30	8.00	429.10	843.40
(iii) Carpenter's assistant	357.50	8.00	425.00	790.50
(b) Stage				
(i) Head mechanist/head road manager	460.40	8.00	439.40	907.80
(ii) Mechanist/head flyman/road manager	406.30	8.00	429.10	843.40
(iii) Stage hand/flyman	357.50	8.00	425.00	790.50
Loading for stage hands in charge of side/revolve truck: 8 per cent.				
(3) Electrical/Lighting Department				
(a) Head electrician	460.40	8.00	439.40	907.80
(b) Electrician/main switchboard operator	406.30	8.00	429.10	843.40
(c) Electrical hand	357.50	8.00	425.00	790.50
Loading for electrical hand who is required to operate spots/auxiliary switchboard/visual effects: 8 per cent.				

		MINIMUM RATE	SUPPLE- MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
(4)	Audio Department				
	(a) Head audio technician	460.40	8.00	439.40	907.80
	(b) Audio operator	406.30	8.00	429.10	843.40
	(c) Audio hand	357.50	8.00	425.00	790.50
	N.B. Where there is no separate audio department the audio operator/hand shall be classified under (3) Electrical/Lighting Department.				
(5)	Wardrobe Section				
	(a) Workshop				
	(i) Head of wardrobe	460.40	8.00	439.40	907.80
	(ii) Cutter/tailor/ wigmaker/milliner	406.30	8.00	429.10	843.40
	(iii) Seamstress/maintenance hand/buyer/costume jeweller	357.50	8.00	425.00	790.50
	(b) Stage				
	(i) Head of department	460.40	8.00	439.40	907.80
	(ii) Wardrobe hand/dresser/valet	406.30	8.00	429.10	843.40
(6)	Property Department				
	(a) Workshop				
	(i) Property master/mistress	460.40	8.00	439.40	907.80
	(ii) Property maker	406.30	8.00	429.10	843.40
	(iii) Property hand	357.50	8.00	425.00	790.50
	(b) Stage				
	(i) Property master/mistress	460.40	8.00	439.40	907.80
	(ii) Property hand	357.50	8.00	425.00	790.50
(7)	Art Department				
	(a) Scenic Artist	460.40	8.00	439.40	907.80
	(b) Assistant scenic artist	406.30	8.00	429.10	843.40
	(c) Artist's labourer	357.50	8.00	425.00	790.50
(8)	Services				
	(a) Receptionist/telephonist (enquiry clerk)	348.30	8.00	424.20	780.50
	(b) Firefighter				777.30
	(c) Utility person	349.40	8.00	424.20	781.60
	(d) Stage Door Keeper				777.30
(9)	Cleaners				
	(a) Head cleaner	371.50	8.00	426.20	805.70
	(b) Cleaner	364.10	8.00	425.40	797.50
	Engaged by the hour (with a minimum payment as of three and a half hours).				
		\$			
	8.00 a.m. to 6.00 p.m.	23.93			
	6.00 p.m. to midnight	35.90			
	midnight to 8.00 a.m.	47.86			
(10)	Skilled labour not classified elsewhere	460.40	8.00	439.40	907.80
(11)	Unskilled labour not classified elsewhere				777.30
(12)	Additional Rates				
	Persons employed as casuals in the following classifications shall be paid the specified hourly amounts in addition to the wage provided elsewhere:				
		MINIMUM RATE	SUPPLE- MENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
		\$	\$	\$	\$
	Main switchboard operator	1.70			
	Head flyman	1.52			
	Person in charge of side	0.70			
(13)	Front of House	\$	\$	\$	\$
	(a) Senior Booking Office Supervisor	498.80	8.00	443.60	950.40
	(b) Head Booking Clerk (i.e. one who supervises the staff)	467.00	8.00	440.10	915.10
	(c) Booking Clerk (including party bookings)	438.90	8.00	434.80	881.70
	(d) Ticket Seller	384.30	8.00	427.10	819.40
	(e) Programme/concession sellers/ushers/ticket takers/cloakroom attendant	348.30	8.00	424.20	780.50

Booking clerks and ticket sellers shall not be held responsible for cash shortages when they are instructed to allow another employee (including the manager of the venue) access to their cash or tickets during a selling period

7. - CONTRACT OF SERVICE

- (10) Casual employees not required to work a performance shall be paid at the following hourly rates which include loading for casual work, with a minimum payment for three and one half hours-

	\$
8.00 a.m. to 6 p.m.	25.30
6.00 p.m. to midnight	30.36
midnight to 8.00 a.m.	50.60

2019 WAIRC 00562

Thermal Insulation Contracting Industry Award

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.

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

6. - WAGES

- (1) (a) Subject to Clause 7. - Special Rates and Provisions of this Award, the ordinary weekly wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.
- (b) The ordinary weekly wage of an employee (other than an apprentice) shall consist of the base rate, the special payment and the Safety Net Adjustment, as set out in subclause (2) of this clause.
- (c) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Wage Rates:

	Base Rate \$	Special Payment \$	Safety Net Adjustments \$	Total Wage Per Week \$
(a) Sheetmetal Employee - 1st Class	362.80	80.00	436.50	879.30
(b) Sheetmetal Employee - 2nd Class	327.20	66.80	427.40	821.40
(c) Lagger - 1st six months' experience	310.20	63.40	425.60	799.20
2nd & 3rd six months' experience	311.70	65.40	425.90	803.00
4th & 5th six months' experience	315.90	65.60	426.20	807.70
Thereafter	317.40	66.60	426.50	810.50

2019 WAIRC 00563

Timber Workers Award No. 36 of 1950

52. - RATES OF PAY

- (1) Classifications
- (a) (i) Upon engagement all employees shall be classified in the group in which they are engaged to work.
- (ii) An employee will only be classified into a higher group where that employee has been trained and has met the assessment and competence criteria established for the higher group and a vacancy exists. Such reclassification will only be made where the employee is trained and capable of performing the relevant duties of the higher group to the required standard. The grouping of employees is provisional on the employee remaining willing and able to perform the duties required in the group in which he/she is classified.
- (iii) (aa) The assessment of employees will be carried out by an employee nominated by the Works Manager who will normally be a supervisor but may be an employee suitably qualified in that trade or calling.
- (cc) Should the re-examiners reach a tied decision, then this matter may be referred to a Board of Reference for determination.
- (bb) At the employee's request re-examination will be carried out by a panel consisting of the supervisor, the employee's representative and a suitably qualified employee of the employee's choice with knowledge of the area of work and the Manager or the Manager's delegate.
- (iv) An employee classified to a higher group will have his/her performance subject to review and the employer may, should the employee's performance be unsatisfactory, revert the employee's classification to the previous level.
- (v) At the employee's request, the demotion will be re-examined by a panel consisting of the Supervisor, the employee's representative, a suitably qualified employee of the employee's choice with knowledge of the area of work and the Manager or the Manager's delegate.
- (vi) Provided that no employee is to be prejudiced by acting or failing to act in a manner provided for in this paragraph (a).
- (b) Employees will be classified into groups as follows:
- (i) Timber Industry Employee - Group 1
(Relativity to Group 5 - 78%)
Timber Industry Group 1 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 1 employee may be required by the employer to perform

any, but not necessarily all of the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees. After a period of three months the employer and employee shall review the employee's classification of work.

- (ii) Timber Industry Employee - Group 2
(Relativity to Group 5 - 82%)
Timber Industry Group 2 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 2 employee may be required by the employer to perform any, but not necessarily all of the duties listed in subclause (2) hereof.
In addition, the Timber Industry Group 2 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.
- (iii) Timber Industry Employee - Group 3
(Relativity to Group 5 - 87.4%)
Timber Industry Group 3 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 3 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.
In addition, the Timber Industry Group 3 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.
- (iv) Timber Industry Employee - Group 4
(Relativity to Group 5 - 92.4%)
Timber Industry Group 4 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Timber Industry Group 4 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.
In addition, the Timber Industry Group 4 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.
- (v) Timber Industry Employee - Group 5
Classification in this group shall be dependent upon an employee holding the appropriate trade qualifications or an employee qualified and/or engaged to perform any of the duties of a Timber Industry Group 5 Employee.
The Timber Industry Group 5 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Timber Industry Group 5 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.
In addition, the Timber Industry Group 5 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.
- (vi) Timber Industry Employee - Group 6
(Relativity to Group 5 - 105%)
Classification in this group shall be dependent upon an employee holding the appropriate advanced trade qualifications or an employee qualified and/or engaged to perform any of the duties of a Timber Industry Group 6 employee.
Timber Industry Group 6 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Timber Industry Group 6 employee may be required by the employer to perform any, but not necessarily all of the duties of the positions listed in subclause (2) hereof.
In addition, the Timber Industry Group 6 employee will perform those duties of a lower classification related to the duties listed in subclause (2) hereof, and for training purposes, the duties of higher classifications of employees.
- (vii) Provided that a holder of a Certificate in Timber Technology who is engaged in groups one to five shall be paid at one level higher than the level at which he/she would otherwise be paid.

(2) Duties

(a) Breaking Down Saws:	Group
(i) Sawyers planking out and/or flitching to size with fully mechanised unit	
(ii) Specialist scribe saw operator	6
(iii) Sawyers other than (i) or (ii)	4
(iv) Assistants including hookperson other than item (v)	
(v) Hookperson who in addition operates chain or other power driven saw	
(vi) Log measurer	2

	Group
(b) Benchmen:	
(i) No. 1	5
(ii) No. 2	4
(iii) No. 3	3
(iv) No. 4	2
(c) Stub Edger	5
(d) Dockers - Log Sawmilling Section:	
(i) Responsible person at main docker	3
(ii) Tallyperson at main docker	3
(iii) Dockerperson at main docker	2
(iv) Responsible person at No. 2 Bench Docker	3
(v) Tallyperson at No. 2 Bench Docker	3
(vi) Dockerperson No. 2 Bench Docker	2
(vii) Responsible person other dockers	2
(viii) Tallyperson other dockers	2
(ix) Dockerperson other dockers	2
<p>For the purpose of this paragraph where the only timber fed to the No. 2 bench is from the No. 1 bench and that timber is not equal in amount to that handled by the No. 1 bench then "No. 2 Bench Docker" shall be deemed to be "other docker".</p>	
(e) Pullers-out and/or assistants on No. 1 Bench:	
(i) Single handed on dead or hand propelled roller	3
(ii) Double handed as in (i)	3
(iii) Friction Feed	3
(f) Pullers-out and/or assistants on No. 2 and 3 Bench	2
(g) Power driven cross sawyer other than docking saw	3
(h) Mill or Yard Hand	1
(i) Kiln Attendant	3
(j) (i) Kiln Operator	4
(ii) Kiln Controller	5
(k) Rosser Head Debarker Operator (at sawmill)	3
(l) (i) Saw Doctor	5
(ii) Specialist Saw Doctor	6
(m) Saw Filer or Sharpener	4
(n) Stackers:	
(i) Block stacker of timber, plywood or veneer	2
(ii) For seasoning by means of stripping or other recognised method	
(iii) Pulling off sleepers or sawn timber with a cross section greater than 25000 square millimetres	
(iv) Pulling off sawn timber - other	2
(o) Tallyperson (other than Docker):	
(i) Responsible for making up orders	4
(ii) Others	3
(p) Watchperson	2
(q) Dockerperson - Machining Section:	
(i) Computerised optimizer	4
(ii) Who grades or selects timber for joinery or machining	
(iii) Other	2
(r) Wood-Machining Section:	
(i) Shaper	5
(ii) Flooring machinist - fast feed	5
(iii) Fast feed sizer	5
(iv) Grinder whose principal duties include grinding knives and cutters	
(v) Moulding Machinist or two, three or four-sided Planer:	
(aa) who is required to set up the machine	5
(bb) who is not required to set up the machine	3
(vi) Buzzer:	
(aa) who is required to do other than planing one face and squaring edge and who is required to set up his/her own machine	5
(bb) other	3
(vii) Tenoner:	
(aa) who is required to set up his/her machine	5
(bb) other	3
(viii) Thicknesser:	

	Group
(aa) who is required to set up his/her own machine and grind his/her knives and cutters	5
(bb) who is required to set up his/her own machine but not required to grind his/her knives and cutters	3
(ix) Chain Morticer/Morticer Finger Jointer:	
(aa) required to set up his/her machine	5
(bb) other	3
(x) Grader and Feeder, Fastfeed or Mosaic Flooring Machine	
(aa) who is required to set up his/her machine	5
(bb) other	3
(xi) Grader behind Fastfeed Flooring Machine	3
(xii) Tailer-out Four-Sider Planner	2
(xiii) Floor Sanding Machine	3
(ivx) End Matcher:	
(aa) required to set up his/her own machine	3
(bb) other	2
(s) (i) Mill Waste Chipper Attendant	2
(ii) Mill Waste Chipper Attendant who sets up and changes knives	
(t) Belt repairers whilst so engaged other than machinist or sawyer repairing his/her own belts	2
(u) (i) Specialist Carpenter and/or Joiner	6
(ii) Carpenters and/or Joiners	5
(iii) Bush Carpenter	4
(iv) Tradespersons Assistant	3
(v) Faller:	
(i) Hardwood/Softwood Restricted Ticket	3
(ii) Hardwood/Softwood Open Ticket	4
(iii) Hardwood Open Ticket and more than one year's experience	
(w) Sleeper loader or turner loading sleepers over 1.52 metres from truck level or lower	
(x) Boom Arm Loader Operator:	
(i) Trainee	2
(ii) Appointed	5
(y) Mill Cleaner	2
(z) Mill Greaser	3
(ab) (i) Millwright	5
(ii) Specialist Millwright	6
(ac) Timber Treatment Plant:	
(i) Pine Pole Debarking Machine Operator	4
(ii) Pine Pole Debarking Machine Puller-out who is required to grade and tally logs and then only from such time as he/she is required to so act	
(iii) Pine Pole Treatment Plant Operator	5
(iv) Tractor Driver (on rails)	4
(ad) Sanitary Person	4
(ae) Splicer	3
(af) Spotters:	
(i) Circular Saw	4
(ii) Vertical Saw	2
(ag) Swamper (logging with loader/tractor)	2
(ah) Mechanised transfer operator	3
(ai) Operator electrical overhead traverser	3
(aj) (i) Driver of front end loader in bush	5
(ii) Driver of front end loader in mill	4
(ak) Crane or Fork Lift assistant	2
(al) Chain Saw Operator (Bush):	
(i) Other than faller	3
(ii) Engaged on salvage operation	5
(am) Crawler Tractor Operators:	
(i) Up to and including Class 3 without power operated attachments	
Up to Class 2 with power operated attachments	
(ii) Class 4 and 5 without power operated attachments.	
Class 3 and 4 with power operated attachments	5
(iii) Above Class 5 without power operated attachments.	
Class 5 and 6 with power operated attachments	5
(iv) Above Class 6 with power operated attachments	5
Note: Crawler Tractors are classified in accordance with Australian Standard D4-1964 "classification of Crawler Tractor by weight" as follows	

	Class: 1 Shipping weight (lbs) up to 3000 2 over 3000 up to 6000		Group
	3 over 6000 up to 10000		
	4 over 10000 up to 15000		
	5 over 15000 up to 25000		
	6 over 25000 up to 40000		
	7 over 40000 up to 60000		
	8 over 60000 up to 80000		
	9 over 80000		
(an)	Tractor using power operated attachments		3
(ao)	Power Grader Operators:		
	(i) Under 50 net engine horse power		3
	(ii) Between 50 and 100 net engine horse-power		3
	(iii) Over 100 net engine horse-power		4
(ap)	Diamond Mill		
	(i) Conveyor Operator (Woodchip)		4
	(ii) Chipper on Feed Operator		5
	(iii) Rail Truck Loader Attendant		4
	(iv) Chip Screen Attendant		3
	(v) Chip Tester		3
	(vi) Debarker Operator (Woodchip)		5
	(vii) Log Washer		2
	(viii) Pulpwood Cutter and/or Splitter		2
	(ix) Splitting Machine, Log Operator		3
	(x) Weighbridge Attendant		4
	(xi) Twin Saw Operator		5
	(xii) Grinder whose principal duty is grinding chipper knives		
	(xiii) Security Train Unloader		4
	(aa) Small Log Line Operator		4
	(bb) Mobile Log Line Controller		6
(aq)	Trainee in all positions up to first 3 months of employment		
(ar)	Forwarder Driver		5
(as)	Harvester		5
(at)	Processor (Bell Logger)		5
(au)	Delimber		4
(av)	Skidder		5
(aw)	Truck Mechanic		5
(3)	Wages		
	The minimum rate of wage for employees covered by this award, excluding those employees provided for in subclause (4) hereof, shall be:		
(a)	Timber Industry Employee:		
		RATES	ASNA\$
			TOTAL RATES
	Group 1	349.40	397.50
	Group 2	366.10	398.90
	Group 3	388.60	400.80
	Group 4	409.50	402.60
	Group 5	441.20	409.70
	Group 6	462.10	412.00
(b)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.		
	These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.		
	Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.		
(4)	Transport - Employee Groups		
	The minimum rate of wage for employees covered by this award, as defined below shall be:		
(a)	Timber Industry Transport Employee:		
		RATES	ASNA\$
			TOTAL RATES
	Group 1	406.20	402.30
	Group 2	417.70	403.40
	Group 3	425.30	403.90
	Group 4	433.00	404.60
	Group 5	440.70	407.40
	Group 6	459.70	411.80

	RATES\$	ASNA\$	TOTAL RATES\$
Group 7	471.20	413.10	884.30
Group 8	490.30	415.10	905.40

(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) Employees under this subclause shall be defined as follows:

Group 1

- (i) Driver, rigid vehicle from 4.5 to 13.9 tonnes GVM or GCM (Gross Vehicle Mass) (Gross Combination Mass)
- (ii) Driver, fork lift up to and including 5 tonnes lifting capacity
- (iii) Driver, tractor without power operated attachments

Group 2

- (i) Driver Rigid Vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity
- (ii) Straddle carrier driver
- (iii) Driver of dump truck (unlicensed)
- (iv) Driver of fork lift over 5 and up to 10 tonnes lifting capacity

Group 3

- (i) Driver articulated vehicle to 22.4 tonnes GCM
- (ii) Driver rigid vehicle and heavy trailer to 22.4 tonnes GCM
- (iii) Driver rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM
- (iv) Driver of fork lift over 10 and up to 34 tonnes lifting capacity

Group 4

- (i) Driver low loader to 43 tonnes GCM
- (ii) Driver articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity
- (iii) Driver mobile crane up to 25 tonnes lifting capacity
- (iv) Driver rigid vehicle and heavy trailer over 22.4 tonnes GCM
- (v) Driver of fork lift over 34 tonnes lifting capacity

Group 5

- (i) Driver articulated vehicle over 22.4 tonnes GCM over 39 and up to 60 tonnes capacity
- (ii) Driver multiple articulated vehicle up to 53.4 tonnes GCM
- (iii) Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)

Group 6

- (i) Driver mobile crane over 25 and up to 50 tonnes lifting capacity
- (ii) Driver multiple articulated vehicle over 53.4 tonnes up to 94 tonnes GCM up to 65 tonnes capacity

Group 7

- (i) Driver multiple articulated vehicle over 94 tonnes GCM up to 75 tonnes capacity
- (ii) Driver of mobile crane over 50 tonnes lifting capacity

Group 8

- (i) Driver multiple articulated vehicle over 94 tonnes GCM over 75 and up to 95 tonnes capacity (for each additional complete tonne over 95 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)

(5) Junior Employees

In addition to such amounts as may be prescribed by subclause (2) of Clause 9. - Junior Employees, junior employees shall receive the following percentage of a Timber Industry Employee Group 1 wage rate inclusive of supplementary payment:

Under 17 years of age	45%
Between 17 & 18 years of age	55%
Between 18 & 19 years of age	80%
Over 19 years of age	100%

(6) Apprentices

Apprentices shall receive the following percentage of a Timber Industry Employee Group 5 wage rate inclusive of supplementary payment:

Four Year Term -	
First Year	50%
Second Year	60%
Third Year	75%
Fourth Year	90%

- (7) **Leading Hand**
 In charge of 3 - 10 employees - an extra \$17.00 per week.
 In charge of 11 - 20 employees - an extra \$25.60 per week
 In charge of over 20 employees - an extra \$33.20 per week.
- (8) **Award Rate of Pay Maintenance**
 An employee who was receiving an award rate of pay which was in excess of the rate prescribed in the order of the Western Australian Industrial Relations Commission in matter No. 768 of 1993, shall have his or her rate preserved until agreement is reached between the parties, or the Commission determines that the differential is to be absorbed.
- (9) **Minimum Adult Wage**
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
 The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
 The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (c) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (d) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (g) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (h) Subject to this clause the minimum adult award wage shall –
- (i) Apply to all work in ordinary hours.
- (ii) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (i) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (j) **Adult Apprentices**
- (i) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (ii) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (iii) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (iv) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (v) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (vi) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
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2019 WAIRC 00564

Timber Yard Workers Award No. 11 of 1951

29. - WAGES

- (1) The minimum rates of wages payable to employees employed in classifications contained in subclause (2) of this clause shall be as follows:

Broadbanded Groups	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Weekly Rate (38 Hours)
	\$	\$	\$	\$
1	284.80	40.60	421.50	746.90
2	299.50	42.50	422.90	764.90
3	319.20	45.40	424.80	789.40
4	337.40	48.10	426.60	812.10
5	365.20	52.00	433.70	850.90
6	383.50	54.60	436.00	874.10

- (2) Classification: Group
- (a) Breaking down saws:
- (i) Sawyers planking out and flitching to size with fully mechanised unit 5
 - (ii) Sawyers as in (i) other than operating fully mechanised unit 5
 - (iii) Sawyers other than (i) or (ii) 4
 - (iv) Assistants including hookman other than item (v) 2
 - (v) Hookman who in addition operates chain or other power driven saw 3
 - (vi) Log measurer 2
- (b) Benchperson:
- (i) No. 1 5
 - (ii) No. 2 4
 - (iii) No. 3 3
 - (iv) No. 4 2
- (c) Stub Edger 5
- (d) Dockers - Log Sawmilling Section:
- (i) Responsible person at main dockers 3
 - (ii) Tallyperson at main docker 2
 - (iii) Dockerperson at main docker 2
 - (iv) Responsible person other dockers 2
 - (v) Tallyperson other dockers 2
 - (vi) Dockerperson other dockers 2
- (e) Pullers-out and/or Assistants on No. 1 Bench:
- (i) Single handed on dead or hand propelled roller 3
 - (ii) Double handed as in (i) 3
 - (iii) Others 3
- (f) Pullers-out and/or Assistants on No. 2 Bench 2
- (g) Pullers-out and/or Assistants on No. 3 Bench 2
- (h) Power driven cross cut sawyer other than docking saw 3
- (i) Mill or Yard Hand 1
- (j) Kiln Attendant 3
- (k) (i) Saw Doctor 5
- (ii) Saw Doctor Special Skills 6
- (l) Saw Sharpener 4
- (m) Stacker for seasoning by means of stripping or other recognised method
- (n) Tallyperson (other than paragraphs (f) and (u)):
- (i) Who is responsible for the making up of clients' orders for delivery 4
 - (ii) Other 3
- (o) (i) Watchperson 3
- (ii) Gatekeeper who is required to do administrative duties 4
- (p) (i) Dockerperson or other employee who grades, selects or colour matches timber for joinery or machining sections 3
- (ii) Double end docker 3
- (q) Woodmachining Sections:
- (i) Shaper 5
 - (ii) Grinder whose principal duty is grinding knives and cutters 5
 - (iii) General Jointer and operator of sticker machine 5
 - (iv) Flooring machinist - fast feed 5
 - (v) Fast feed sizer 5
 - (vi) Mosaic flooring machinist and moulding machinist or two, three or four sides planer -
(aa) who is required to set up the machine and then only from such time as he/she is required
so to act 5

	Group
(bb) who is not required to set up the machine but is required to operate, and then only from such time as he/she is required so to act	3
(vii) Buzzer:	
(aa) when required to do other than planing one face and squaring edge and is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) who is required to set up the machine but is not required to do other than planing one face and edge and then only from such time as he/she is required so to act	3
(cc) who is not required to set up the machine and is only required to buzz one face and one edge and then only from such time as he/she is required so to act	3
(viii) Single/Double End Tenoner:	
(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) who is not required to set up his/her own machine but is required to operate the machine and then only from such time as he/she is required so to act	3
(ix) Thicknesser:Dovetailer:	
(aa) Thicknesser who is required to set up the machine and do other than just planing timber all round and then only from such time as he/she is required so to act	5
(bb) Thicknesser who is not required to set up the machine and only plane timber all round and only from such time as he/she is required so to act	3
(cc) Dovetailer who is required to set up the machine and then Only from such time as he/she is required so to act	5
(dd) Dovetailer who is not required to set up the machine but is required to operate, and then only from such time as he/she is required so to act	3
(x) Chain Morticer:Morticer:Finger Jointer:	
(aa) who is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) who is not required to set up the machine but is required to operate the machine and then only from such time as he/she is required so to act	3
(xi) Grader behind fast feed flooring machine	3
(xii) (aa) Grader and Feeder, fast feed mosaic flooring machine who is required to set up the machine and then only from such time as he/she is required so to act	5
(bb) Grader and Feeder, fast feed mosaic flooring machine who is not required to set up the machine and then only from such time as he/she is required so to act	3
(cc) Multi Saw Operator who is required to set up the machine and then only from such time as he/she is required so to act	4
(dd) Multi Saw Operator who is not required to set up the machine and then only from such time as he/she is required so to act	3
(ee) Mitre Docking Saw Operator who is required to set up the machine and then only from such time as he/she is required so to act	4
(ff) Multiple Mitre Docking Saw Operator	4
(gg) Operator Panel and Wall Saws who is required to set up the machine	3
(hh) Operator Panel and Wall Saws who is not required to set up the machine	3
(xiii) Tailer-out four sided planing machine	2
(xiv) Floor sanding machine	3
(xv) Wood Turner using hand tools	5
(xvi) (aa) Laminated beam assembler	3
(bb) Laminated beam layout coordinator	4
(xvii) (aa) Adhesive Section Operator, who is required to mix glue and perform quality testing	5
(bb) Adhesive Section Assistant who is required to mix glue	4
(cc) Adhesive Section Assistant	3
(xviii) Gang nail truss press operator	4
(xix) Gang nail truss hand	3
(r) Re-Sawing:	
(i) Circular sawyer cutting to depth 7½ inches or over	4
(ii) Tailer-out to above	2
(iii) Circular sawyer cutting to depth of under 7½ inches	3
(iv) Tailer-out to above	2
(v) Bandsaw roller recut -	
(aa) Large-using blade over 3 inches	4
(bb) Tailer-cut to above	3
(cc) Small-using blade not over 3 inches	3
(dd) Tailer-cut to above	3
(s) Orderperson - whose duties include responsibility for rail consignment	4
(t) Packer	3

- Group
- (u) Mundijong Treatment Plant
- (i) Pine Pole De-barking Machine Operator 4
- (ii) Pine Pole De-barking Machine Pullers-out who is required to grade and tally logs and then only from such time as he/she is required so to act 3
- (iii) Pine Pole Treatment Plant Operator 5
- (v) Adults employed in grading, assembling and packing mosaic flooring pieces 3
- (3) The minimum rates of wages payable to employees employed in classifications contained in this subclause shall be as follows:

Broadbanded Groups	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Total Minimum Weekly Rate (38 Hours)
	\$	\$	\$	\$
1	327.70	46.80	425.70	800.20
2	334.40	47.80	426.30	808.50
3	344.50	49.20	427.40	821.10
4	351.10	50.20	427.90	829.20
5	357.90	51.10	428.60	837.60

Grade 1

- (i) Driver, rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass)
- (ii) Driver of tow motor

Grade 2

- (i) Driver Rigid Vehicle from 4.5 tonnes to 13.9 tonnes GVM or GCM (Gross Combination Mass)
- (ii) Driver, fork lift up to and including 5 tonnes lifting capacity

Grade 3

- (i) Driver rigid vehicle over 13.9 tonnes GVM or GCM and up to 13 tonnes capacity
- (ii) Straddle Carrier Driver
- (iii) Driver of fork lift over 5 and up to 10 tonnes lifting capacity

Grade 4

- (i) Driver, articulated vehicle to 22.4 tonnes GCM
- (ii) Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM
- (iii) Driver, rigid vehicle 4 or more axles over 13.9 tonnes GVM or GCM
- (iv) Driver of fork lift over 10 and up to 34 tonnes lifting capacity

Grade 5

- (i) Driver, articulated vehicle over 22.4 tonnes GCM and up to 39 tonnes capacity
- (ii) Driver, rigid vehicle and heavy trailer to 22.4 tonnes GCM
- (iii) Driver of fork lift over 34 tonnes lifting capacity

An employee who, in the course of his/her employment, drives a vehicle with self loading equipment which requires the possession of a certificate of competency shall be paid an extra \$9.91 per week.

- (4) Apprentices: Apprentices shall be paid a percentage of the total minimum award rate as prescribed for Group 5A of subclause (1) of this clause as follows -

Four Year Term	Rate%
First Year	50
Second Year	60
Third Year	75
Fourth Year	90

- (5) Junior Employees: Employees less than 19 years of age who are not apprentices shall be paid a percentage of the total minimum award rate for Group 1 of subclause (1) of this clause as follows -

Under 17 years of age	45
17 years of age	55
18 years of age	70

- (6) Leading Hands:

In charge of 3 - 10 employees - extra	\$17.71
In charge of 11 - 20 employees - extra	\$26.64
In charge of over 20 employees - extra	\$34.60

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

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

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

30. - MINIMUM WAGE - ADULT MALES AND FEMALES

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00565

Training Assistants' and Community Support Staff (Cerebral Palsy Association) Award 1987

1B. - MINIMUM ADULT AWARD WAGE

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

(2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

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

(4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

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

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

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

(a) Apply to all work in ordinary hours.

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

(9) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) **Adult Apprentices**

(a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

(b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.

(c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

(d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.

(e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.

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

14. - WAGES

(1) (a) **TRAINING ASSISTANTS AND SUPPORT STAFF:**

	Base Rate Per Week \$	- Arbitrated Safety Net Adjustments Per Week \$	Total Rate Per Week \$
1st year of employment	395.90	427.40	823.30
2nd year of employment	407.30	428.50	835.80
3rd year of employment	422.20	434.20	856.40
4th year of employment	434.50	435.60	870.10

- (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) **Senior Community Support Staff:**
Employees who are required to co-ordinate the activities of Community Support Staff shall be designated as Senior Community Support Staff and they shall be paid an in-charge allowance of \$797.50 per annum in addition to the rates of pay specified in subclause (1) of this clause.
- (3) **Junior Training Assistants and Community Support Staff:**
A Junior Training Assistant or Community Support Assistant shall be paid the following percentage of the rate prescribed for a Training Assistant in their first year of employment.
- | | |
|-----------------------------|-------------|
| | % |
| At or under 17 years of age | 70 |
| At 18 years of age | 80 |
| At 19 years of age | 90 |
| At 20 years of age | Adult Rates |
- (4) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the year of employment at which an employee is appointed and paid.
- (5) A casual employee shall be paid 20% in addition to the rates prescribed in this clause.
- (6) Where the term "year of employment" is used in this clause, it shall mean all service whether full-time or part-time and regardless of the class of work with that employer. Such service shall be calculated in periods of calendar years from the date of commencement of work with the employer and by automatic progression subject to satisfactory service. Provided that in determining the rate of wage of an employee 19 years of age and over, service prior to attaining the age of 19 years shall not be counted in determining the total service of an employee for the purpose of this clause.
- (7) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.
- (8) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

2019 WAIRC 00566

Transport Workers (General) Award No. 10 of 1961

4.1. - MINIMUM ADULT AWARD WAGE

- 4.1.1 No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- 4.1.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 4.1.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 4.1.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.1.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 4.1.8 Subject to this clause the minimum adult award wage shall –
- 4.1.8.1 Apply to all work in ordinary hours.
- 4.1.8.2 Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

4.1.9 Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

4.1.10 Adult Apprentices

4.1.10.1 Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

4.1.10.2 The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.

4.1.10.3 The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

4.1.10.4 Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.

4.1.10.5 The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.

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

4.2. - RATES OF PAY

The following shall be the rates of wages payable to employees covered by this Award. The total minimum weekly wage rate shall be the amount specified in the "Total Per Week" column in this clause for the appropriate grade or sub-grade on and from the commencement of the first pay period on or after 1 July 2019.

4.2.1

Grade	Base Rate	Supplementary Payment \$	ASNA \$	Total Per Week \$
Grade 1	314.30	44.90	424.40	783.60
Grade 2	327.70	46.80	425.70	800.20
Grade 3	334.40	47.80	426.30	808.50
Grade 4	344.50	49.20	427.40	821.10
Grade 5	351.10	50.20	427.90	829.20
Grade 6	357.90	51.10	428.60	837.60
Grade 7 Driver low loader over 43 tonnes GCM (For each additional complete tonne over 43 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable)	364.60	52.10	431.40	848.10
Grade 8	381.20	54.50	435.80	871.50
Grade 9	391.30	55.90	437.10	884.30
Grade 10 For each additional complete tonne over 95 an extra 79 cents as part of the weekly wage rate for all purposes shall be payable	408.00	58.30	439.10	905.40

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

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

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

4.2.3 The supplementary payments prescribed in 4.2 - Rates of Pay are in substitution for over-award payments as defined to the extent of any Award wage increase arising out of minimum rates adjustments and broad banding increases arising out of the September 1989 State Wage Decision.

4.2.4 "Over-award payment" is defined as the amount (whether it be termed over-award payment, attendance bonus, service increment, or any term whatsoever) which an employee would receive in excess of the Award wage which applied immediately prior to the introduction of supplementary payments for the classification in which such employee is

engaged. Provided that such payment should exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this Award.

4.2.5 Junior Employees:

4.2.5.1 Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100

2019 WAIRC 00567

Transport Workers (Government) Award, 1952

4.1 - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

4.2 - WAGES

- 4.2.1 The minimum weekly rate of wage payable to employees covered by this award shall be as per the provisions comprising:
- (a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or
- (b) Part B – Expired Industrial Agreement Wages;
- whichever is the greater.
- 4.2.2 The wage rates to apply for the purpose of the no-disadvantage test under the Industrial Relations Act 1979 shall be as per the provisions comprising:
- (a) Part A – Wages Adjusted by Arbitrated Safety Net Adjustments; or
- (b) Part B – Expired Industrial Agreement Wages;
- whichever is the greater.
- 4.2.3 Part A – Wages Adjusted by Arbitrated Safety Net Adjustments
- (a) Adult employees:
- An adult employee shall be paid the following total weekly wage which is comprised of the components for base rate and supplementary payment. All components of the total weekly wage are payable for all purposes of this award.

	Total Weekly Wage \$	Base Rate \$	Safety Net Adjustment \$	Supplementary Payment \$	Special Payment \$
Group 1	804.60	324.50	426.00	46.30	7.80
Motor driver's assistant Loader Driver of mechanical horse with or without trailer					
Group 2	825.60	327.80	427.70	46.80	23.30
Driver rigid vehicle to 4.5 tonnes GVM (Gross Vehicle Mass) or GCM (Gross Combination Mass) Employee riding a motorcycle in the course of employment Driver of tow motor					
Group 3	829.60	334.60	427.90	47.80	19.30
Driver rigid vehicle 4.5 to 13.9 tonnes GVM or GCM Driver of fork lift up to and including 4500 kg lifting capacity Driver of tractor without power operated attachments					
Group 4	842.00	344.60	428.90	49.20	19.30
Driver rigid vehicle over 13.9 tonnes GVM or GCM Straddle carrier driver Driver of fork lift over 4500 kg and up to 9000 kg lifting capacity					
Group 5	855.00	351.30	434.20	50.20	19.30
Driver articulated vehicle up to 22.4 tonnes GCM Driver rigid vehicle and heavy trailer up to 22.4 tonnes GCM Driver rigid vehicle 4 axles over 13.9 tonnes GVM Driver of fork lift over 9000 kg lifting capacity					

Group 6	887.20	358.90	437.20	51.20	39.90
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Driver low loader up to 43 tonnes GCM
 Driver articulated vehicle over 22.4 tonnes GCM
 Driver rigid vehicle and heavy trailer over 22.4 tonnes

Group 7	900.20	364.70	436.60	52.10	46.80
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Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 81 cents as part of the weekly wage rate of all purposes shall be payable)

- (b) Service Increments: Adult employees shall be paid service increments for all purposes of the award as follows:
- | | |
|----------------------------|-----------------|
| after one year of service | \$4.97 per week |
| after two years of service | \$9.78 per week |
- (c) Leading Hands: A leading hand appointed as such by the employer and placed in charge of
- (i) not less than three and not more than 10 other employees, shall be paid \$25.30 per week extra.
 - (ii) more than 10 and not more than 20 other employees, shall be paid \$38.00 per week extra.
 - (iii) more than 20 other employees, shall be paid \$48.25 per week extra.
- (d) Junior Employees
- (i) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100
 - (ii) No junior under 17 years of age shall be permitted to have sole charge of a motor vehicle.
- (e) Self-loading Equipment:
 An employee who, in the course of his/her employment, drives a vehicle equipped with self loading equipment which requires the possession of a certificate of competency shall be paid an extra \$9.86 per week.

2019 WAIRC 00568

Transport Workers (Mobile Food Vendors) Award 1987

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
 The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
 The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.

- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
 The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

7. - WAGES

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Weekly Wage" column in this clause for the appropriate grade.

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Wage Per Week
(1) Classification	\$	\$	\$	\$
Mobile Canteen Operators Grade 1	327.70	46.80	425.70	800.20
Driver of Rigid Vehicle to 4.5 tonnes GVM or GCM Grade 2	334.40	47.80	426.30	808.50
Driver of Rigid Vehicle to 4.5 to 13.9 tonnes GVM or GCM				

- (2) **Leading Hands**
 A leading hand appointed as such by the employer and placed in charge of -
- (a) Not less than three and not more than ten other employees shall be paid \$21.01 per week extra.
 - (b) More than ten and not more than twenty other employees shall be paid \$31.34 per week extra.
 - (c) More than twenty other employees shall be paid \$39.73 per week extra.
- (3) **Junior Employees**
- (a) Rates of pay (per cent of the total wage payable to an adult employee for the class of work performed)

	%
Under 19 years of age	70
Under 20 years of age	80
20 years of age	100
 - (b) No person under seventeen years of age shall be permitted to have sole charge of a motor vehicle.
 - (c) A junior employee who is required to have a B Class Motor Drivers Licence shall be paid the Full Adult Rate.
- (4) **Casual employees:** Casual employees, being employees who are dismissed through no fault of their own before the expiration of one week of employment shall be paid twenty per cent in addition to the relevant ordinary rate of wage prescribed in this clause.
- (5) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

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

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

2019 WAIRC 00569

Transport Workers' (North West Passenger Vehicles) Award, 1988

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

6. – WAGES

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Wage" column in this clause for the appropriate grade or sub-grade.

- (1) Bus Driver (including Service, Tour, Charter and School Bus Drivers) driving a passenger vehicle having seating capacity for –

	Base Rate \$	Supplementary Payment \$	Safety Net Adjustment \$	Total Wage \$
(a) Under 25 adult persons	323.90	46.30	425.40	795.60
(b) 25 adult persons or more	334.80	47.90	426.40	809.10

- (2) A leading hand shall be paid a rate exceeding the highest rate of the workers he/she supervises by an amount of \$24.20 per week.

2019 WAIRC 00570

Transport Workers' (Passenger Vehicles) Award

1B. - MINIMUM ADULT AWARD WAGE

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

- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

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

- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

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

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

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

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

- (9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

- (10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.

- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

10. - WAGES

- (1) Bus Driver (including Service, Tour, Charter and School Bus Drivers) driving a passenger vehicle having seating capacity for -

The total minimum weekly wage payable to an employee shall be the amount specified in the "Total Wage" column in this clause for the appropriate grade or sub-grade and is payable for all purposes of the award.

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Wage
	\$	\$	\$	\$
(a) Under 25 adult persons	329.75	47.05	425.90	802.70
(b) 25 adult persons or more	340.50	48.70	426.90	816.10

- (2) A leading hand shall be paid a rate exceeding the highest rate of the workers he/she supervises by an amount of \$23.84 per week.

2019 WAIRC 00571

University, Colleges and Swanleigh Award, 1980

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) Adult Apprentices
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.

- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

31. - WAGES

- (1) (a) The minimum weekly rates of wage payable shall be:

	Minimum Award Rate \$
<u>Level 1</u> Cleaner	789.40
<u>Level 2</u> Domestic employees including -Kitchen Attendant House Attendant Dining Attendant Laundry Attendant Sewing Attendant	796.70
<u>Level 3</u> Cooks (Other)	801.20
<u>Level 4</u> Gardener/Groundsperson Grade 1	810.30
<u>Level 5</u> First Cook (Grade 1), or Cook working alone Gardener/Groundsperson, Grade 2 Sewing Supervisor	819.30
<u>Level 6</u> Senior Gardener/Groundsperson, Grade 1 First Cook, Grade 2	828.40
<u>Level 7</u> Senior Gardener/Groundsperson, Grade 2 Tradesperson Cook	850.90
<u>Level 8</u> Head Groundsperson	941.30

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

(2) Junior Employees:

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

	%
Under 16 years of age	60
16 to 17 years of age	70
17 to 18 years of age	80

(3) General Conditions:

- (a) Junior employees may be employed in the proportion of one junior to every two or fraction of two not being less than one adult employee employed in the same occupation, provided that this ratio may be altered by written agreement between the Union and the employee concerned.
- (b) Senior employees other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid \$25.60 per week in addition to the rates prescribed herein.

- (4) For all work done on any day after a break referred to in subclause (3) of Clause 7. - Hours of this award, the employee shall be paid an allowance of \$1.60 per hour for each such hour worked.

- (5) On and from 12 August 1992 the wage rates set out in subclause (1) of this clause include the first, second, third and fourth instalments of the Minimum Rates Adjustment Principle. Relativities have been established at 87.4% of the tradesperson's rate at Level 1 and 100% of the tradesperson's rate for a trade trained Senior Cook at Level 7.

2019 WAIRC 00572

Vehicle Builders' Award 1971

9. - WAGES AND SUPPLEMENTARY PAYMENTS

- (1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level as specified in Clause 6. - Definitions of this Award, shall be made up of a base rate, plus a supplementary payment and safety net adjustment, giving a total weekly award rate as follows:

CLASSIFICATION Adult Employees (expressed as a percentage of the Vehicle Building Tradesperson Level I Rate):	Base Rate	Supple- mentary Payment	Safety Net Adjustment	Total Rate Per Week	Vehicle Building Trades- person Level I %
	\$	\$	\$	\$	%
Advanced Tradesperson/Production Technician					
Vehicle Building	471.70	70.60	445.20	987.50	130.0
Vehicle Building Tradesperson - Level IV	417.30	62.50	438.40	918.20	115.0
Vehicle Building Tradesperson - Level III	399.10	59.80	438.20	897.10	110.0
Vehicle Building Tradesperson - Level II	381.00	57.10	436.00	874.10	105.0
Vehicle Building Tradesperson - Level I	362.90	54.30	433.70	850.90	100.0
Vehicle Builder - Level IV	335.30	50.20	426.60	812.10	92.4
Vehicle Builder - Level III	317.10	47.50	424.80	789.40	87.4
Vehicle Builder - Level II	297.60	44.50	422.90	765.00	82.0
Vehicle Builder - Level I	283.00	42.40	421.50	746.90	78.0

- (2) Supplementary Payments

- (a) Where an employee is in receipt of a rate of pay which exceeds the Award Rate Per Week prescribed in subclause (1) above, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement, then such rate will be deemed to be inclusive of the Supplementary Payment.
- (b) Overtime, shift allowances, penalty rates, disability allowances, special rates, fare and travelling time allowances and any other work related allowances prescribed by this award shall not be offset against Supplementary Payments.
- (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (4) Apprentices - (Wage per week expressed as a percentage of the Vehicle Building Tradesperson -

Level I rate) -	
Four Year Term	%
First Year	42
Second Year	55
Third year	75
Fourth Year	88
Three and a Half Year Term	
First six Months	42
Next Year	55
Next Year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

- (5) Leading Hand - An employee placed in charge of -

	\$
(a) Not less than three and not more than 10 other employees shall be paid per week extra	21.00
(b) More than 10 and not more than 20 other employees shall be paid per week extra	32.20
(c) More than 20 other employees shall be paid per week extra	41.60

- (6) Tool Allowance:
- (a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance of -
- (i) \$11.75 per week to such tradesperson, or
- (ii) in the case of an apprentice a percentage of \$11.75, being the percentage which appears against his/her year of apprenticeship in subclause (3) of this clause,
- for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.
- (c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or apprentice shall replace or pay for any tools supplied by his/her employer if lost through his/her negligence.
- (7) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed.
- (8) Junior Employees (Wage per week expressed as a percentage of the Vehicle Builder Level 1 rate) -
- | | |
|-----------------------|------|
| | % |
| Under 16 years of age | 35 |
| 16 years of age | 45 |
| 17 years of age | 55 |
| 18 years of age | 65 |
| 19 years of age | 78.5 |
| 20 years of age | 93 |
- (9) Minimum Adult Award Wage
- (a) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (b) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (c) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (d) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (f) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (g) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (h) Subject to this clause the minimum adult award wage shall -
- (i) Apply to all work in ordinary hours.
- (ii) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (i) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.

- (j) Adult Apprentices
- (i) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (ii) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (iii) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (iv) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (v) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (vi) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.
- (10) Structural Efficiency
- (a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the structural efficiency adjustments to this Award, employees are to perform a wider range of duties, including work which is incidental or peripheral to their main tasks or functions.
 - (b) The parties to this Award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the vehicle building industry and to enhance the career opportunities and job security of employees in the industry.
 - (c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or the union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of the workplace or enterprise. Measures raised by the employer, employees or union or unions for consideration consistent with the objectives of paragraph (a) hereof shall be processed through that consultative mechanism and procedures.
 - (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of a new classification structure, the facilitative provisions contained in this Award and, subject to Clause 37. - Training, matters concerning training and subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.
 - (e) Without limiting the rights of either the employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission if the initiative varies and Award provision and by agreement of the parties involved shall be subject to the following requirements -
 - (i) the changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;
 - (ii) the majority of employees affected by the change at the plant or enterprise must genuinely agree to such change;
 - (iii) no employee shall lose income as a result of the change;
 - (iv) the union must be a party to the agreement;
 - (v) the union shall not unreasonably oppose any agreement;
 - (vi) any agreement shall be subject to the approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.
 - (f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 29. - Avoidance of Industrial Disputes of this award.

37. - TRAINEESHIPS

- (1) Scope:
- (a) This clause shall apply to persons:
 - (i) who are undertaking a Traineeship (as defined); and
 - (ii) who are employed by an employer bound by this Award.
 - (b) This clause does not apply to the Apprenticeship system.
- (2) Objectives:
- (a) This clause 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, particularly young persons and long term unemployed persons, and
 - (b) This clause provides conditions of employment, including rates of pay, required to be observed regarding persons employed under the Traineeship Scheme, and
 - (c) Existing full-time employees shall not be displaced from employment by a Trainee.

(3) Limited Operation (ATS and CST):

The wage rates prescribed herein and relative to the Australian Traineeship System (ATS) or the Career Start Traineeships (CST) shall not apply to any employer bound by this award, except in relation to ATS and CST trainees who commenced a traineeship with the employer before 11 May 1995.

(4) Definitions:

"Appropriate State Legislation" means the State Employment and Skills Development Authority Act 1990, or any successor legislation.

"Approved Training" means training undertaken both on and off the job, in a Traineeship and shall involve formal instruction both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved and accredited by the Training Authority.

"Traineeship Agreement" means an agreement made subject to the terms of this Award between an employer and the Trainee for a Traineeship and which is registered with the Training Authority. A traineeship agreement shall only operate when made in accordance with the relevant approved Traineeship Scheme.

"Traineeship Scheme" means the Metal and Engineering Industry Traineeship, Australian Traineeship System or Career Start Traineeship approved by the Training Authority, or any other Traineeship Scheme for employees covered by this Award and approved by the Training Authority after consultation and negotiation with the union.

"Training Authority" means -

- (a) the State Employment and Skills Development Authority and any successor, or
- (b) the National Employment and Training Taskforce where such gives interim approval to a Training Scheme and thereafter until that scheme is finally approved by the body referred to in (a) hereof.

(5) Training Conditions:

- (a) The Trainee shall attend an approved training course or training programme prescribed in the Traineeship Agreement, or as notified to the Trainee by the Training Authority in accredited and relevant Traineeship Schemes.
- (b) A Traineeship shall not commence until the Traineeship Agreement, made in accordance with the Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the Training Authority, provided that if the Traineeship Agreement is not in a standard format, a Traineeship shall not commence until the Traineeship Agreement has been registered with the Training Authority. The employer shall permit the Trainee to attend the training course or programme provided for in the Traineeship Agreement and shall ensure the Trainee receives the appropriate on the job training.
- (c) The employer shall provide an appropriate level of supervision during the traineeship period.
- (d) The overall training programme will be monitored by officers of the Training Authority and training records or work books shall be provided, if required to be utilised as part of this monitoring process.

(6) Employment Conditions:

- (a) A Trainee shall be engaged as a full-time employee for a maximum of one year's duration provided that a Trainee shall be subject to a satisfactory probation period of one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the Training Authority, the relevant employer and the Trainee may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.
- (b)
 - (i) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned in accordance with the Traineeship Agreement and to the Training Authority.
 - (ii) An employer who decides not to continue the employment of a Trainee upon the completion of the traineeship shall notify, in writing, the Training Authority of that decision.
- (c) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement and the Trainee will attend such training.
- (d) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service for the purposes of this Award.
- (e) All other terms and conditions of this Award that are applicable to the Trainee or would be applicable to the Trainee but for this clause shall apply unless specifically varied by this clause.
- (f) A Trainee who fails to either complete the Traineeship or who cannot for any reason be placed in full-time employment with the employer on successful completion of the Traineeship, shall not be entitled to any severance payment.
- (g)
 - (i) Overtime and shift work shall not be worked by a Trainee except in circumstances where the section in which the trainee is receiving on the job training is required to work overtime, or the work of that section is normally carried out by shifts and there is satisfactory provision for approved training.
 - (ii) A Trainee shall not work overtime alone.
 - (iii) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by this Award.

(7) Wages:

- (a) (i) The minimum rates of wages payable weekly to Trainees are as provided in paragraph (b), or paragraph (d), of this subclause.

- (ii) These wage rates will only apply to Trainees while that are undertaking an approved traineeship which includes approved training as defined in this clause.
- (iii) The wages prescribed by this clause do not apply to complete trade level training which is covered by the apprenticeship system.
- (b) Traineeships (excluding ATS and CST).
- (i) Industry/Skill Level A:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level A.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	221.00 (50%)* 258.00 (33%)	275.00 (33%) 307.00 (25%)	378.00
plus 1 year out of school	307.00	378.00	438.00
plus 2 years	378.00	438.00	512.00
plus 3 years	438.00	512.00	585.00
plus 4 years	512.00	585.00	
plus 5 years/more	585.00		

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

- (ii) Industry/Skill Level B:

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level B.

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	221.00 (50%)* 258.00 (33%)	275.00 (33%) 307.00 (25%)	369.00
plus 1 year out of school	307.00	369.00	422.00
plus 2 years	369.00	422.00	496.00
plus 3 years	422.00	496.00	566.00
plus 4 years	496.00	566.00	
plus 5 years/more	566.00		

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

- (iii) Industry/Skill Level C:

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

Highest Year of Schooling Completed

School Leaver	Year 10	Year 11	Year 12
	\$	\$	\$
	221.00 (50%)* 258.00 (33%)	275.00 (33%) 307.00 (25%)	367.00
plus 1 year out of school	307.00	367.00	412.00
plus 2 years	367.00	412.00	462.00
plus 3 years	412.00	462.00	519.00
plus 4 years	462.00	519.00	
plus 5 years/more	519.00		

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

- (c) For the purposes of this subclause, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:
- (i) include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;
 - (ii) include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10; and
 - (iii) no include any period during a calendar year in which a year of schooling is completed.
- (d) Traineeships (AST and CST only)
Wages for the Australian Traineeship System and Career Start trainees shall be calculated as follows:-
- (i) Australian Traineeship System:
 - (a) The weekly wage payable to a trainee shall be not less than that determined by applying the appropriate junior wage per week, calculated in accordance with subclause (b), of Clause 9. - Wages and Supplementary Payments, of this Award and multiplying by 39, which represents actual weeks spent on the job, then dividing that sum by 52 to provide a weekly wage.
 - (b) In any case, the rate determined shall not be less than the minimum rate prescribed in the Australian Traineeship guidelines as amended for time to time.
 - (ii) Career Start Traineeship:
 - (a) Determining the hourly rate applicable to a Vehicle Builder, Level II level adult employee, if 21 years of age or older, or the appropriate junior wage per week as prescribed in subclause (b), of Clause 9. - Wages and Supplementary Payments, of this Award;
 - (b) Multiplying that hourly rate by the number of weekly ordinary hours, less the average training as specified in the registered agreement.
- (e) Completed Traineeship - Continued Junior Employment
Notwithstanding anything contained elsewhere in this Award, where a Trainee successfully completes a Traineeship and is a junior person who is then employed by the same employer performing work appropriate to the training received pursuant to -
- (i) The Traineeship Scheme (excluding the Australian Traineeship System and a Career Start Traineeship), the qualification outcome determined by the training programme shall be equated to an appropriate level within the classification structure described in Clause 6. - Definitions, of this Award, and the wage rate relevant thereto as prescribed in Clause 9. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee; or
 - (ii) The Australian Traineeship System, or the Career Start Traineeship, the rate of wage prescribed for the classification Vehicle Builder - Level III by Clause 9. - Wages and Supplementary Payments, of this Award, shall be the level of wage to which the prescribed age related percentage appropriate to the junior employee concerned, will be applied to calculate the weekly rate of wage for such junior employee.
- (8) Industry/Skill Levels
The industry skill levels referred to in subclause (7) of this clause are those described in this subclause.
- (a) Industry/Skill Level A
 - Office Clerical
 - Commonwealth Public Sector Clerical
 - State Public Sector Clerical
 - Local Government Clerical
 - Finance, Property and Business Services
 - (b) **Industry/Skill Level B**
 - Wholesale and Retail
 - Recreation and Personal Services
 - Transport and Storage
 - Manufacturing
 - (c) **Industry/Skill Level C**
 - Community Services and Health
 - Pastoral
 - Environmental
 - Wholesale and Retail - Vehicle Repair Services and Retail Sector
-

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WA Government Health Services Engineering and Building Services Award 20041B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

APPENDIX A. – SALARIES

- (1) **Rates of Pay**
- Subject to this Appendix, employees shall be paid the rates of pay specified in the following table in accordance with the level to which they are from time to time classified.

	Level	Percentage Relativity to C10 Trades- person	Award Base Weekly – Metal, Engineerin g and Associated Industries Award, 1998 Part I.	Supple- mentary Payment	State Wage Order Adjust ment	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Salary
Carpenter	Building Tradesperson Level 04	100	365.20	52.00	433.70	850.90	12.40	104.80	12.00	51128
	Building Tradesperson Level 05	105	383.50	54.60	436.00	874.10	13.04	105.20	12.00	52392
	Building Tradesperson Level 06	110	401.70	57.20	438.20	897.10	13.68	105.50	12.00	53641
	Building Tradesperson Level 07	115	420.00	59.80	438.40	918.20	14.22	105.70	12.00	54781
	Building Tradesperson Level 08	120	438.20	62.40	440.70	941.30	14.86	87.70	12.00	55080
	Building Tradesperson Level 09	125	456.50	65.00	442.90	964.40	15.50	88.20	12.00	56344
Painter	Building Tradesperson Level 04	100	365.20	52.00	433.70	850.90	12.40	81.30	12.00	49902
	Building Tradesperson Level 05	105	383.50	54.60	436.00	874.10	13.04	81.60	12.00	51161
	Building Tradesperson Level 06	110	401.70	57.20	438.20	897.10	13.68	81.80	12.00	52405
	Building Tradesperson Level 07	115	420.00	59.80	438.40	918.20	14.22	82.10	12.00	53549
	Building Tradesperson Level 08	120	438.20	62.40	438.30	938.90	14.86	64.10	12.00	53724
	Building Tradesperson Level 09	125	456.50	65.00	442.90	964.40	15.50	64.60	12.00	55113
Plasterer	Building Tradesperson Level 04	100	365.20	52.00	433.70	850.90	12.40	99.20	12.00	50836
	Building Tradesperson Level 05	105	383.50	54.60	436.00	874.10	13.04	99.50	12.00	52095
	Building Tradesperson Level 06	110	401.70	57.20	438.20	897.10	13.68	100.00	12.00	53354
	Building Tradesperson Level 07	115	420.00	59.80	438.40	918.20	14.22	100.30	12.00	54499
	Building	120	438.20	62.40	440.70	941.30	14.86	82.20	12.00	54793

	Level	Percentage Relativity to C10 Trades- person	Award Base Weekly – Metal, Engineerin g and Associated Industries Award, 1998 Part 1.	Supple- mentary Payment	State Wage Order Adjust ment	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Salary
	Tradesperson Level 08									
	Building Tradesperson Level 09	125	456.50	65.00	442.90	964.40	15.50	82.50	12.00	56047
Plumber	Building Tradesperson Level 04	100	365.20	52.00	433.70	850.90	12.40	127.60	12.00	52317
	Building Tradesperson Level 05	105	383.50	54.60	436.00	874.10	13.04	127.80	12.00	53571
	Building Tradesperson Level 06	110	401.70	57.20	438.20	897.10	13.68	128.10	12.00	54820
	Building Tradesperson Level 07	115	420.00	59.80	438.40	918.20	14.22	128.40	12.00	55965
	Building Tradesperson Level 08	120	438.20	62.40	440.70	941.30	14.86	110.50	12.00	56269
	Building Tradesperson Level 09	125	456.50	65.00	442.90	964.40	15.50	110.80	12.00	57523
Other Building employees not elsewhere classified	Building Employee Entrant Level	78	284.86	40.56	421.48	746.90	9.68	72.30	14.00	43970
	Building Employee Level 1	82	299.46	42.64	422.90	765.00	10.20	72.50	14.00	44951
	Building Employee Level 2	87	319.18	45.45	424.77	789.40	10.87	72.70	14.00	46270
	Building Employee Level 3	92	337.44	48.05	426.61	812.10	11.51	73.00	14.00	47503
	Building Employee Level 4	100	365.20	52.00	433.70	850.90	12.40	73.40	14.00	49594
Mechanical Fitter,	Engineering Employee Level 14	78	284.86	40.56	421.48	746.90	14.68	71.10	14.00	44168
Motor Mechanic,	Engineering Employee Level 13	82	299.46	42.64	422.90	765.00	15.40	71.30	14.00	45160
Refrigeration	Engineering Employee Level 12	87.4	319.18	45.45	424.77	789.40	16.47	71.50	14.00	46499
Fitter & other	Engineering Employee Level 11	92.4	337.44	48.05	426.61	812.10	17.41	71.80	14.00	47748

	Level	Percentage Relativity to C10 Trades- person	Award Base Weekly – Metal, Engineer- ing and Associated Industries Award, 1998 Part I.	Supple- mentary Payment	State Wage Order Adjust- ment	Minimum Rate	Additional Payment	Annualised Weekly Allowances and Loading	Commuted Overtime and Mobility Allowance (Salary Increase for value for money trade-offs in award safety net of conditions)	Salary
engineering	Engineering Tradesperson Level 10	100	365.20	52.00	433.70	850.90	18.80	88.70	12.00	50622
trades	Engineering Tradesperson Level 09	105	383.50	54.60	436.00	874.10	19.70	89.00	12.00	51895
employees not elsewhere	Engineering Tradesperson Level 08	110	401.70	57.20	438.20	897.10	20.70	89.20	12.00	53157
	Engineering Tradesperson Level 07	115	420.00	59.80	438.40	918.20	21.60	89.50	12.00	54320
classified	Engineering Tradesperson Level 06	125	456.50	65.00	445.20	966.70	23.50	71.90	12.00	56032
	Engineering Tradesperson Level 05	130	474.80	67.60	445.20	987.60	24.40	72.20	10.00	57080
Electrical Fitter/	Engineering Tradesperson Level 10	100	365.20	52.00	433.70	850.90	18.80	112.20	12.00	51848
Mechanic	Engineering Tradesperson Level 09	105	383.50	54.60	436.00	874.10	19.70	112.50	12.00	53121
	Engineering Tradesperson Level 08	110	401.70	57.20	438.20	897.10	20.70	112.90	12.00	54393
	Engineering Tradesperson Level 07	115	420.00	59.80	438.40	918.20	21.60	113.10	12.00	55552
	Engineering Tradesperson Level 06	125	456.50	65.00	442.90	964.40	23.50	95.30	12.00	57132
	Engineering Tradesperson Level 05	130	474.80	67.60	445.20	987.60	24.40	95.70	10.00	58306

2019 WAIRC 00575**WA Health Dental Technicians (Dental Health Services) Award 2016****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.

The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.

The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.

- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

SCHEDULE B - WAGES

- (1) The weekly wage applicable to employees covered by this Award.

	Registration
Apprentice Dental Technician Year 1	391.70
Apprentice Dental Technician Year 2	512.90
Apprentice Dental Technician Year 3	699.40
Apprentice Dental Technician Year 4	820.60
Adult Apprentice Dental Technician (21 years and over) Years 1, 2 and 3	699.40
Adult Apprentice Dental Technician (21 years and over) Year 4	820.60
Dental Technician Year 1	932.50
Dental Technician Year 2	948.80
Dental Technician Year 3	965.70
Dental Technician Year 4	983.70
Dental Technician Advanced Level 1 Year 1	957.40
Dental Technician Advanced Level 1 Year 2	972.60
Dental Technician Advanced Level 1 Year 3	988.60
Dental Technician Advanced Level 1 Year 4	1014.00

	Registration
Dental Technician Advanced Level 2 Year 1	983.40
Dental Technician Advanced Level 2 Year 2	1001.70
Dental Technician Advanced Level 2 Year 3	1021.50
Dental Technician Advanced Level 2 Year 4	1041.60

2019 WAIRC 00574

WA Health - HSU Award 2006

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

SCHEDULE A
MINIMUM SALARIES

(1) Subject to the provisions of Clause 8. – Salaries and to the provisions of this Schedule the minimum annual salaries for employers bound by the Award are set out hereinafter.

(2) Minimum Salaries

LEVELS	CURRENT	ASNA	NEW
Level 1 under 17 years of age	11363	10532	21895
17 years of age	13270	12300	25570
18 years of age	15490	14358	29848
19 years of age	17929	16618	34547
20 years of age	20135	18663	38798
21 years of age 1 st year of service	22117	20500	42617
22 years of age 2 nd year of service	22771	20556	43327
23 years of age 3 rd year of service	23421	20610	44031
24 years of age 4 th year of service	24069	20910	44979
Level 2	24720	20981	45701
	25371	21054	46425
	26120	21020	47140
	26638	21077	47715
	27403	21161	48564
Level 3	28307	21260	49567
	29010	21338	50348
	29749	21417	51166
	30928	21547	52475
Level 4	31545	21615	53160
	32470	21716	54186
	33421	21822	55243
	34772	21852	56624
Level 5	35476	21929	57405
	36443	22035	58478
	37438	22030	59468
	38462	22142	60604
Level 6	40434	22359	62793
	41898	22519	64417
	43978	22747	66725
Level 7	45091	22869	67960
	46501	23024	69525
	47962	23184	71146
Level 8	50097	23420	73517
	51847	23611	75458
Level 9	54495	23900	78395
	56337	24103	80440
Level 10	58354	24324	82678
	61598	24680	86278
Level 11	64189	24965	89154
	66824	25253	92077
Level 12	70437	25649	96086
	72878	25917	98795
	75662	26223	101885

- (a) An employee, who is 21 years of age or older on appointment to a classification equivalent to Level 1, may be appointed to the minimum rate of pay based on years of service, not on age.
- (b) (i) For the purposes of this paragraph, 'Medical Typist' and 'Medical Secretary' shall mean those employees classified on a classification equivalent to Level 1, 2, or 3 who spend at least 50% of their time typing from tapes, shorthand, and/or Doctor's notes of case history, summaries, reports or similar material involving a broad range of medical terminology.
- (ii) A Medical Typist or Medical Secretary shall be paid a medical terminology allowance of an amount equivalent to 5.15% of Level 2 increment 3 per annum, which shall be converted to an hourly rate to enable payment:
- (aa) on a fortnightly basis;
- (bb) on a proportionate basis for a part-time employee;
- (iii) Notwithstanding any other provisions of this paragraph, where an employee, classified equivalent to Level 1, 2 or 3 (other than an employee for whom training or instruction is a formal requirement of their job) has been instructed to provide short-term training or instruction in medical terminology, the employee shall be paid the medical terminology allowance on an hourly basis for the hours so worked.
- (c) Where State Wage Case decisions of the Western Australian Industrial Relations Commission result in an expressed money adjustment to adult (21 years and over) salaries under this clause, the rates for Level 1 employees under 21 years shall be calculated using the following formula:
- Current junior rate ÷ Current Level 1 (21 years, 1st year of service) rate x ASNA rate for Level 1 (21 years, 1st year of service) = Junior ASNA rate;
- The junior ASNA rate is added to the Current Junior Rate to obtain the applicable New Junior rate.

(3) Salaries – Health Professionals

- (a) Employees who possess a relevant tertiary level qualification, or equivalent as agreed between the Union and the employers, and who are employed in the callings of Audiologist, Bio Engineer, Chemist, Dietitian, Engineer, Medical Scientist, Librarian, Occupational Therapist, Physiotherapist, Physicist, Pharmacist, Clinical Psychologist, Psychologist, Research Officer, Scientific Officer, Social Worker, Speech Pathologist, Podiatrist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Orthotist, Certified Clinical Perfusionist, Orthoptist or any other professional calling as agreed between the Union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	ASNA	With effect on and from the commencement of the first pay period on or after 1 July 2019.
LEVEL 4/6	31545	21615	53160
	33421	21822	55243
	35476	21929	57405
	37438	22030	59468
	40434	22359	62793
	43978	22747	66725
LEVEL 7	45091	22869	67960
	46501	23024	69525
	47962	23184	71146
LEVEL 8	50097	23420	73517
	51847	23611	75458
LEVEL 9	54495	23900	78395
	56337	24103	80440
LEVEL 10	58354	24251	82605
	61598	24680	86278
LEVEL 11	64189	24965	89154
	66824	25253	92077
LEVEL 12	70437	25649	96086
	72878	25917	98795
	75662	26223	101885

- (b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 4/6 under this subclause:
- (i) Employees, who have completed an approved three-year academic tertiary qualification, relevant to their calling, shall commence at the first year increment;
- (ii) Employees, who have completed an approved four-year academic tertiary qualification, relevant to their calling, shall commence at the second year increment;
- (iii) Employees, who have completed an approved Masters Degree or an approved PhD Degree relevant to their calling, shall commence on the third year increment;

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

- (c) The employer and Union shall be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this subclause and shall maintain a manual setting out such qualifications.
 - (d) The employer in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above Level 4/6 for a particular calling/s.
 - (e) The Classification Level Descriptors for each level in subclause (a) of this clause shall be as agreed from time to time between the Employer and the Union, and shall be published by the Employer in an Operational Circular.
- (4) The following conditions shall apply to employees in the callings of Engineer:
Employees employed in the calling of Engineer and who are classified Level 4/6 under this Award shall be paid a minimum salary at the rate prescribed for the maximum of Level 4/6 where the employee is an “experienced engineer” as defined.
For the purposes of this paragraph “experienced engineer” shall mean:
- (a) An engineer appointed to perform professional engineering duties and who is a Corporate Member of the Institution of Engineers, Australia or who attains that status during service;
 - (b) An engineer appointed to perform professional duties who is not a Corporate Member of the Institution of Engineers, Australia but who possesses a degree or diploma from a University, College or Institution acceptable to the employer on the recommendation of the Institution of Engineers, Australia, and who:
 - (i) Having graduated in a four (4) of five (5) academic year course at a University or Institution recognised by the employer, has had four (4) years’ experience on professional engineering duties acceptable to the employer since becoming a qualified engineer, or
 - (ii) Not having a University degree but possessing a diploma recognised by the employer, has had five (5) years’ experience on professional engineering duties, recognised by the employer since becoming a qualified engineer.
- (5) (a) An employee appointed as a Clinical Psychologist Registrar (Grade 1) shall commence at Level 4/6.5 and shall progress to Level 4/6.6 in the second year.
- (b) An employee appointed as a Clinical Psychologist (Grade 2) shall commence at Level 7.3 and shall progress by annual increments to Level 9.2.
- (c) Progression from Clinical Psychologist Registrar (Grade 1) to Clinical Psychologist (Grade 2) shall occur with effect from the date registration as a “Clinical Psychologist” is conferred by the Psychologists’ Board of Western Australia and the relevant positions may be advertised at Grade 1 or Grade 2 when vacant.
- (d) “Clinical Psychologist (Grade 2)” shall mean a Clinical Psychologist who:
- (i) is registered with the Psychologists’ Board of Western Australia;
 - (ii) has a thorough knowledge of the methods, principles and practices of the profession;
 - (iii) works under general to limited direction; and
 - (iv) has an ability to practice psychology with a high degree of initiative and experience.
- (e) The classification and grading structure for Clinical Psychologists above Grade 2 shall be as agreed from time to time between the Employer and the Union, and shall be published by the Employer in an Operational Circular.

2019 WAIRC 00576

WA Public Hospitals (Doctors in Training) Award 2011

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee

shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.

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

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

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

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

9. - SALARIES

(1) (a) Salaries or salary ranges applicable to medical practitioners covered by this Award calculated on the basis of the ordinary hours of duty specified in subclause (1) of Clause 12. - Hours of Duty of rostered duty in any period of one week shall be:

Level	\$ per annum	ASNA	TOTAL
Level 1	36177	21890	58067
Level 2	38794	22178	60972
Level 3	41467	22471	63938
Level 4	43089	22649	65738
Level 5	44780	22835	67615
Level 6	48244	23215	71459
Level 7	51162	23535	74697
Level 8	54213	23869	78082
Level 9	56364	24107	80471
Level 10	59625	24464	84089

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

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

Increases in rates of pay otherwise 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 salary of an Intern shall be at Level 1.
- (c) The salary of a Resident Medical Officer shall be within the range of Levels 2 to 4 inclusive, based on years of relevant experience after graduation. Level 4 shall apply to 4th and subsequent years of experience after graduation.
- (d) The salary of a Registrar shall be within the range of Levels 5 to 8 inclusive based on years of relevant experience in that capacity.

- (e) The salary of a Senior Registrar shall be within the range of Levels 9 to 10, based on years of relevant experience in that capacity.
- (f) Subject to the provisions of this Award, a medical practitioner shall be employed in accordance with the level of work performed.
- (2) Subject to good conduct, diligence and efficiency, a medical practitioner shall proceed from the point of entry in the salary range to the maximum of the range for the particular class of employment according to the increments in such salary range.
- (3) Salaries shall be paid at least fortnightly.
- (4) It is a term of this Award that the Association undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 704 of 1991 not to pursue any extra claims, award or over award except when consistent with the State Wage principles.

2019 WAIRC 00577

WA Public Hospitals (Senior Medical Practitioners) Award 2011

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.

- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

7. - SALARIES AND SALARY RANGES

- (1) Salaries or salary ranges applicable to medical practitioners covered by this Award shall be:

(a) Full Time Medical Practitioners

(i)			\$ per annum	ASNA	TOTAL
Medical Specialists Specialists, Level 1	Point 1		68242	26509	94751
	Point 2		71345	26851	98196
	Point 3		74457	27192	101649
	Point 4		77582	27534	105116
	Point 5		81523	27967	109490
	Point 6		83646	28199	111845
Senior Specialists, Level 2	Point 1		85769	28432	114201
	Point 2		90400	28940	119340
(ii) General Practitioners	Point 1		68242	26509	94751
	Point 2		71345	26851	98196
	Point 3		74457	27192	101649

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

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

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

An Assistant Medical Superintendent shall be appointed within the Specialist, Level 1 range provided that an Assistant Medical Superintendent who does not possess a recognised qualification of a University or College shall not progress beyond Point 3 in that range.

A Deputy Medical Superintendent shall be appointed within the Specialist, Level 1 and Senior Specialist, Level 2 ranges at not less than Specialist, Level 1, Point 5, provided that a Deputy Medical Superintendent who does not possess a recognised higher qualification of a University or College shall not progress beyond Specialist, Level 1, Point 6.

(b) Sessional Appointees

(i)			\$ per session
Medical Specialists Specialist, Level 1	Point 1		229.71
	Point 2		238.37
	Point 3		242.63
	Point 4		255.62
	Point 5		266.55
	Point 6		272.46
Senior Specialist, Level 2	Point 1		278.34
	Point 2		291.18
(ii) General Practitioners	Point 1		229.72
	Point 2		238.37
	Point 3		246.96

- (2) A Medical Practitioner, other than a Radiologist who is remunerated in accordance with Clause 16(10)(h) who is required to perform administrative duties appropriate to a Head of Department in a hospital, shall be paid an allowance calculated in accordance with the following formula:

No. of Staff Under Direct Supervision and control	\$ per annum
0 - 4	nil
5 - 9	1155
10 - 20	2310
Over 20	3466

- (3) The rates expressed in this Clause shall be varied to the extent necessary to give effect to any decision of the Western Australian Industrial Relations Commission in a State Wage Case made during the currency of the Award and expressed to be on general economic grounds and which has general application.

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

2019 WAIRC 00578

Ward Assistants (Mental Health Services) Award 1966

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

26. - WAGES

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

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
Ward Assistants			
(a) At 19 years of age and over			
1st year of employment	377.40	425.90	803.30
2nd year of employment	387.80	426.80	814.60
3rd year of employment and thereafter	398.30	427.70	826.00
(b) Under 19 years of age (percentage of the total wage prescribed for a ward assistant in his/her first year of service in paragraph (1)(a) hereof per week).			
		%	
1st year of employment		73	
2nd year of employment		81	
3rd year of employment		87	
(2)	Wages shall be paid by direct funds transfer to the credit of an account nominated by the employee at such bank, building society or credit union approved by the employer. Provided that where such form of payment is impractical or where some exceptional circumstances exist and by agreement between the employer and the Union, payment by cheque may be made.		
(3)	Payment for higher duties shall not apply to an employee required to act in another position whilst the permanent employee is on a single accrued day off as prescribed by subclause (3) of Clause 5. - Hours of this award.		
(4)	An employee who regularly performs shift or weekend work shall be paid for accrued days off, including shift or weekend penalties, when those days are taken as leave and at the rate which applied when they were accumulated.		
(5)	An employee who performs shift or weekend work irregularly may be paid shift or weekend penalties during the pay period in which the work is performed.		
(6)	No deductions shall be made from an employee's wage unless the employee has authorised such deduction in writing.		
(7)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.		

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

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

2019 WAIRC 00579

Watchmakers' and Jewellers' Award, 1970

8. - WAGES

(1)	The minimum weekly rate of wage payable to adult employees covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder, on and from the commencement of the first pay period on or after 1 July 2019.				
		Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustments \$	Minimum Rates \$
(a)	Watchmaker, Clockmaker watch and clock repairer	365.20	52.00	433.70	850.90
(b)	Jeweller, setter, general jeweller's tradesman and engraver	365.20	52.00	433.70	850.90
(c)	Process Worker % of trade				
	Grade 1 78				746.90
	Grade 2 80	292.16	36.80	421.84	750.80
	Grade 3 85	310.42	40.60	423.58	774.60
(2)	(a)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			
		These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.			
		Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			

- (3) Apprentices (wage per week expressed as a percentage of the respective tradesman's rate)
- | | | |
|-----|--------------|----|
| (a) | 5 Year Term: | % |
| | 1st year | 40 |
| | 2nd year | 48 |
| | 3rd year | 55 |
| | 4th year | 75 |
| | 5th year | 88 |
| (b) | 4 Year Term: | |
| | 1st year | 42 |
| | 2nd year | 55 |
| | 3rd year | 75 |
| | 4th year | 88 |
- (4) Leading Hands:
Any jeweller or watchmaker placed in charge of not more than ten (10) jewellers or watchmakers shall be paid \$25.60 per week in addition to the rates of pay prescribed by this award.
- (5) Tool Allowance:
Watchmakers and apprentices to watchmaking shall be paid a tool allowance of \$10.50 per week extra.
- (6) Junior process worker (percentage of adult process worker - Grade 1).
- | | |
|------------------------------|-----|
| | % |
| At 16 years of age and under | 50 |
| At 17 years of age | 60 |
| At 18 years of age | 75 |
| At 19 years of age | 90 |
| At 20 years of age | 100 |

8A. - MINIMUM WAGE - ADULT MALES AND FEMALES

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00580

Western Australian Professional Engineers (General Industries) Award 2004 - The

4.1 - SALARIES

4.1.1 The minimum annual salaries payable to full-time professional engineers in the classifications defined in 4.3 shall be as set out hereunder:

Classification	Annual Salary
	\$
Level 1 - Professional engineer (graduate)	51454
Level 2 - Professional engineer (experienced)	58458
Level 3 - Professional engineer	63276
Level 4 - Professional engineer	70523

4.1.2 The minimum part-time hourly rate paid to those employees who are engaged to work on a part-time basis for a constant number of hours shall be as set out hereunder. Part-time employees shall accrue entitlements on a proportionate basis to that of full-time employees calculated according to the ratio of their weekly hours of work to the ordinary hours of work for full-time employees in the operation or business concerned.

Classification	Part-time hourly rate
	\$
Level 1 - Professional engineer (graduate)	25.97
Level 2 - Professional engineer (experienced)	29.50
Level 3 - Professional engineer	31.94
Level 4 - Professional engineer	35.59

(Note Part-time rates were calculated by dividing the annual salary by 52.14 weeks and subsequent dividing that amount by 38 hours. This is then rounded to the nearest cent. Any variations to the part-time rates of pay as a result of State Wage Case decisions are to be calculated in accordance with this method.)

4.1.3 The minimum casual hourly rate paid to those employees who are engaged and paid as such shall be as set out hereunder, and includes an amount in lieu of annual leave, sick leave, and public holidays.

Classification	Casual hourly rate
	\$
Level 1 - Professional engineer (graduate)	30.51
Level 2 - Professional engineer (experienced)	34.66
Level 3 - Professional engineer	37.53
Level 4 - Professional engineer	41.82

(Note The casual hourly rates were derived by multiplying the part-time hourly rates by the 17.5%. This is then rounded to the nearest cent. Any variations to the casual rates of pay as a result of State Wage Case decisions are to be calculated in accordance with this method.)

4.1.4 The provisions for part-time and casual hourly rates shall not be applicable to full-time employees. Full-time employees are subject to clause 3.1 – Hours of Duty.

4.1.5 It is expected that a graduate engineer will advance to experienced engineer following the progressive acquisition of skills and competence and such employee's competence and salary will be reviewed regularly during that period.

4.5 - MINIMUM ADULT AWARD WAGE

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

- 4.5.2 The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- 4.5.3 The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- 4.5.4 Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by result, shall not be paid less than pro rata the minimum adult award wage according to the hours worked.
- 4.5.5 Employees under the age of 21 shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision in this award (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.5.6 The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- 4.5.7 Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- 4.5.8 Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- 4.5.9 **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- 4.5.10 **Adult Apprentices**
- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00581

Western Australian Surveying (Private Practice) Industry Award, 2003 - The

5.1 - SALARIES

The rates of pay in this Award include Arbitrated Safety Net adjustments available since December 1993 under the Arbitrated Safety Net Adjustment Principle and includes the 2013 Safety Net Wage Case Increase of 1 July 2013.

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

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

Wage	Classification title	Minimum Salaries - \$			Skill relativity to level 10 after full minimum rate\broadbanding adjustments
		Hourly	Weekly	Annual	
Level 1 5.1.1(a)	Manager/Professional - Business/Specialist	36.47	1385.70	72287	210
Level 2 5.1.1(b)	Manager/Professional - Project/Specialist	32.82	1247.00	65052	180
Level 3 5.1.1(c)	Experienced Professional Surveyor including Licensed Surveyor/Engineer	30.38	1154.30	60216	160
Level 4 5.1.1(d)	Experienced Surveyor/Town Planner	29.25	1111.40	57978	150
Level 5 5.1.1(e)	Technician V / Survey Party Leader	28.66	1089.20	56820	145
Level 6 5.1.1(f)	Technician IV / Survey Party Leader	27.44	1042.90	54405	135
Level 7 5.1.1(g)	Technician III / Survey Technician, Senior (part-time party leader)Graduate Professional Engineer/Surveyor/Town Planner - 4 year	26.84	1019.80	53199	130
Level 8 5.1.1(h)	Technician II / Survey Technician, Graduate Surveyor - under Articles/Town Planner – 3 year	26.23	996.70	51994	125
Level 9 5.1.1(i)	Technician I / Trainee Technician, Survey	24.46	929.40	48484	110
Level 10 5.1.1(j)	Technical Assistant Survey	23.25	883.40	46084	100
Level 11 5.1.1(k)	Trainee Assistant Survey	21.08	801.20	41796	90
Level 12 5.1.1(l)	Unskilled	20.96	796.50	41551	82
Entry level 5.1.1(m)	For entry level for employees who possess relevant technical/professional qualifications see clause 5.1.2				
5.1.1(n)	The skill relativities to level 10 set out in the above table apply subject to any future award or safety net increases by the Commission. Any such safety net increases will not vary the percentages set out above as being the indicative wage relativities of classifications under this award.				

5.1.3 - SALARIES CLERICAL EMPLOYEES

5.1.3(a) Adult

Grade	Weekly Rate
	\$
1	771.00
2	793.60
3	830.30

Provided that:

- No employee employed as at the commencement of this award is to receive less pay as a result of regrading under this award. In the event that such regrading results in a lower grading, the present salary is to be maintained until overtaken by award increases.
- Over award payments may be absorbed into any increase arising under this award.

5.1.3(b) Juniors

The following percentage of Grade 1 weekly rates shall be minimum rates of wages per week for junior employees:

Age	Rate per Week
17	60%
18	70%
19	80%
20	90%

5.3 - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
 - (a) Apply to all work in ordinary hours.
 - (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the minimum wage.
- (10) **Adult Apprentices**
 - (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

2019 WAIRC 00582

Wine Industry (WA) Award 2005

4.1 - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- 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 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under 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, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
 - The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
 - The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
 - Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
 - The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
 - Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

4.2 – WAGES(1) **Adult Employees**

The weekly minimum rate of pay will be as follows:

Grade	Base Rate \$	Relativity %	Safety Net Adjustment \$	Supplementary Payment \$	Total Weekly Rate \$
1	284.80	78.0	421.50	40.60	746.90
2	299.50	82.0	426.40	83.70	809.60
3	319.20	87.4	428.90	94.00	842.10
4	337.40	92.4	435.70	97.80	870.90
5	365.20	100.0	436.70	99.30	901.20

(2) **Junior Employees**

- (a) The minimum wage payable under this award to junior employees shall be the undermentioned percentage of the adult rate of the classification under which they are employed:

	Percentage of adult rate
16 years and under 17 years	80
17 years and under 18 years	90
18 years and over	100

- (b) The total wage for junior employees shall, in the case of weekly employees, be calculated in multiples of five cents. Amounts of two cents or less being taken to the lower multiple and amounts in excess of two cents being taken to the higher multiple.

(3) **Arbitrated Safety Net Adjustments**

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

These arbitrated safety net adjustments may be offset against any equivalent amount in rates of pay received by employees since 1 November 1991 above the wage rates prescribed in the award. For these purposes over award rates of pay in any industrial agreement affecting employees whose terms of employment are also regulated by the award shall likewise be liable to absorption unless contrary to the terms of the industrial agreement.

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

(4) **Casual Employees**

A casual employee shall be paid 20% more than the ordinary rate for the calling in which they are employed.

(5) **Leading Hands**

Leading hands appointed by the employer in any department must be paid the allowances set out below in addition to the wage rate prescribed for their classification:

	Rate Per Week
	\$
Up to and including four employees	13.50
More than four but less than 10 employees	21.70
More than 10 employees	33.50

2019 WAIRC 00583**Wool, Hide and Skin Store Employees' Award No. 8 of 1966****1B. - MINIMUM ADULT AWARD WAGE**

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

13. - WAGES AND CLASSIFICATION STRUCTURE

(1) Classification Structure

STOREWORKER LEVEL 1

Relativity: 90%

Pre-requisites:

- * Basic interpersonal and communication skills
- * Basic literacy and numeracy skills.

Skills/Duties:

- * Familiar with company policies and procedures.
- * Responsible for quality of his/her own work subject to detailed direction.
- * Obtain knowledge and apply appropriate manual handling skills.
- * Able to work in a team environment and/or under routine supervision.
- * Able to exercise discretion within the limits of skills and/or training.
- * Able to undertake duties in a safe and responsible manner.

The following tasks are indicative of the tasks which an employee at this level may be required to perform.

1. Core sampling (non-mechanical).
2. Feeding wool into blending machines.
3. Head marking or branding of head bale at receipt or weighing.
4. Inserting lot plates or dividers.
5. Lobbing.
6. Opening or closing bales (including fadging and boodling).
7. Pushing into or taking from elevators or drops.
8. Sewing.
9. Wheeling baskets.
10. Hand trucking.
11. Use of non-licensed material handling equipment.
12. Operate wool blending machine.
13. Responsible for housekeeping in own work environment.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 2**Relativity: 92.4%****Pre-requisites:**

- * Storeworker Level 1 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 1 the following skills/duties are required:

- * Able to work in a team environment under limited supervision.
- * Responsible for quality of his/her own work.
- * Appropriate licence to operate required materials handling equipment, (other than crane or fork-lift rated in excess of 20000kg), (as required).

The following tasks are indicative of the tasks which an employee at this level may be required to perform.

1. Breaking out of specified bales for shipping, showing, pooling or blending.
2. Breaking out for rail trucks (including the use of mechanical aids).
3. Breaking down stacks of wool.
4. Port marking and branding of wool for shipping.
5. Operating and in charge of semi-automatic dump press.
6. Operating of all appropriate materials handling equipment (other than crane or fork-lift rated in excess of 20000kg), not requiring ancillary or incidental clerical functions.
7. Sheetman or fossicker.
8. Wool pressing.
9. Weight adjusting.
10. Handling or hanging or drying green skins (including trottering of sheepskins).
Handling hides including staking and unstacking operator and in charge of skin press.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 3**Relativity: 94.5%****Pre-requisites:**

- * Storeworker Level 2 or equivalent.

Skills/Duties:

In addition to the skills/duties required of Storeworker Level 1 the following skills/duties are required:

- * Understands and is responsible for quality control standards.
- * Advanced level of interpersonal and communication skills.
- * Keyboard skills.
- * Able to perform work required with minimal supervision.
- * Able to operate computerised inventory equipment (as required).

Indicative of the tasks which an employee at this level may perform are the following.

1. Sworn weigher or employee (including fork-lift driver) recording or carrying out clerical functions in receiving, weighing and delivering or shipping of bales including notifying locations of bales by radio or other electronic means.
2. In charge of an out-store.
3. Operation of semi-automatic core line.
4. Responsible for the actual packing of containers with dumped bales.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 4**Relativity: 97%****Pre-requisites:**

- * Storeworker Level 3 or equivalent.

STOREWORKER LEVEL 4—*continued***Skills/Duties:**

In addition to the skills/duties required of Storeworker Level 4 the following skills/duties are required:

- *Appropriate licence to operate required materials handling equipment and/or container handling equipment and/or crane, with capacity rated greater than 20000kg (as required).
- *Knowledge of operation of fully automated core line operation.
- *Able to operate computerised wool handling equipment (as required).

Indicative of the tasks which an employee at this level may perform are the following:

- 1.Operator in charge of a fully automated core line operation.
- 2.Operator in charge of a fully automatic Dump Press (i.e. TriPak).
- 3.Operator of container handling equipment rated greater than 20000kg.
- 4.Employee charged by employer with the responsibility of supervising and directing not more than 10 employees (not being a number of employees working as a team).
- 5.Classing skins, furs or hides.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 5 - WOOL CLASSER

Relativity: 100%**Pre-requisites:**

- * Storeworker Level 4 or equivalent.
- * Appropriate Certification.

Skills/Duties:

In addition to the skills/duties required of a Storeworker Level 4 the following skills/duties are required:

- * Able to sort all types of wool to desired graded lines.
- * Able to allocate bin types and calculate bin weights and percentages.
- * Responsible for sorting wool to Industry Quality Control Standards.
- * Understanding of operation of a Wool Re-handling Department.

Indicative of the tasks which an employee at this level may perform are the following:

- 1.Classing or sorting wool with or without mechanical aids.
- 2.Undertake appropriate recording functions.

Promotional Criteria:

An employee remains at this level until he/she is capable of completing the tasks required of this level so as to enable him/her to be considered for promotion to the next level when a position becomes available.

STOREWORKER LEVEL 6 - OVERLOOKER

Relativity: 105%**Pre-requisites:**

- * Wool Classer or equivalent.

Skills/Duties:

In addition to the skills/duties required of Wool Classer the following skills/duties are required:

- * Proven ability to train and supervise.
- * Competent to train wool classers.
- * Proficient in the accurate allocation of types and component percentages and weights of all wool bales.
- * Must ensure quality control standards are met by all wool re-handling personnel.
- * Must ensure the efficient operation of a wool re-handling department.

Indicative of the tasks which an employee at this level may perform are the following:

Control and co-ordinate all relevant functions of a wool re-handling operation.

- (2) Deleted
- (3) Deleted
- (4) Total Wage Rates (Adults)

The total wage rate per week for adult employees performing the work described by the classifications detailed in subclause (1) of this clause shall be as detailed in column 5 of the table below. The rates of pay in this subclause take effect on and from the commencement of the first pay period on or after 1 July 2019.

Column 1 CLASSIFICATION	Column 2 BASE RATE	Column 3 SUPPLEMENTARY PAYMENT	Column 4 ARBITRATED SAFETY NET ADJUSTMENTS	Column 5 TOTAL RATE
Storeworker Level 1	328.70	46.80	425.70	801.20
Storeworker Level 2	337.50	48.00	426.60	812.10
Storeworker Level 3	345.10	49.10	427.40	821.60
Storeworker Level 4	354.30	50.40	428.20	832.90
Storeworker Level 5 – Wool Classifier	365.20	52.00	433.70	850.90
Storeworker Level 6 - Overlooker	383.50	54.60	436.00	874.10

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

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

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

(5) Transitional Provisions

- (a) The provisions of subclauses (1), (2), (3) and (4) of this clause shall be trialed for a period of 12 months from the date of operation in order to assess the suitability of such a classification structure.
- (b) Any dispute arising from the introduction of the provisions of subclauses (1), (2), (3) and (4) of this clause shall be discussed between the employee, employer and failing agreement, with a duly accredited union official. If the matter is not resolved at the workplace it shall be referred to the Western Australian Industrial Relations Commission.

- (c) The following translation table shall be used to determine an employee classification as at the date of the introduction of this variation.

GRADING UNDER OLD CLASSIFICATION STRUCTURE	GRADING UNDER NEW CLASSIFICATION STRUCTURE(See exceptions below)
Storeman Grade (a)	Storeworker Level 1
Storeman Grade (b)	Storeworker Level 2
Storeman Grade (c)	Storeworker Level 2
Storeman Grade (d)	Storeworker Level 3
Storeman Grade (e)	Storeworker Level 3
Storeman Grade (f)	Storeworker Level 4
Wool Classifier (g)	Storeworker Level 5 - Wool Classifier
Overlooker - 2-5 employees (h)	Storeworker Level 6 - Overlooker
Overlooker - 6+ employees (h)	Storeworker Level 6 - Overlooker

Exceptions

1. Weighing Adjusting which under the old classification structure was Grade (a) translates to Level 2 under the new structure.
2. Operator in charge of a fully automatic dump press (i.e. TriPak) which under the old classification structure was Grade (b) translates to Level 4 under the new classification structure.
3. Employee in charge of out store which under the old classification structure was Grade (e) translates to Level 4 under the new classification structure.
 - (d) The rates described herein include the 1st Minimum Rate Adjustment.
 - (e) It is agreed that the total amount of the supplementary payment described in subclause (3) of this clause shall be absorbed from any component of the weekly wage in excess of the base rate described in subclause (2) of this clause.
 - (f) It is agreed that no employee shall suffer a reduction in actual weekly total wage rates as a consequence of the introduction of the new classification structure.
 - (g) It is agreed that the parties shall aim to complete the Minimum Rates Adjustment process no later than 1 November 1993.
 - (h) It is agreed that each employer shall provide each employee, within three (3) months of the date of operation of this order, advice concerning that employee's new classification as described by subclause (1) of this clause.
- (6) An allowance of five percent on so much of his/her average earnings per week exclusive of overtime as does not exceed the amount fixed from time to time for workers covered by the provisions of paragraph (a) of subclause (2) and paragraph (a) of subclause (3) of this clause shall be paid to a weekly worker if he/she is employed in a wool store for any period of less than six successive calendar months unless such employment has been terminated voluntarily or on account of malingering, inefficiency, neglect of duty or misconduct.

Provided that in the event of any such worker being dismissed (except for malingering, inefficiency, neglect of duty or misconduct) within fourteen days prior to Christmas Day, he shall receive not less than one half week's wages by way of such allowance. That is to say, if the five percent allowance on wages earned up to the time of dismissal is not equal to one half week's wages, then the half week's wage shall be paid, but if the five percent allowance on wages earned up to the time of dismissal is in excess of one half week's wages, then the said five percent allowance shall be paid but not the half week's wages.

- (7) Ninety cents per hour in addition to the above rates shall be paid to any worker who actually handles "dead" wool.
- (8) If a worker is required by his/her employer to act as a first aid attendant in any store, for so acting he shall be paid in addition to his/her ordinary rate of pay the sum of \$2.00 per day.
- (9) (a) The weekly wage rates for junior employees shall be calculated by multiplying the relevant percentage determined by the employee's age as detailed below and the total rate of pay for the classification of Storeworker Level 1 as provided for in subclause 4 of this clause.
- | Age | Percentage |
|-----------------------------|------------|
| At 17 years of age or under | 70% |
| At 18 years of age | 80% |
| At 19 years of age | 90% |
| At 20 years of age | 100% |
- The total wage shall be calculated to the nearest 10 cents, with any amount of five cents or greater rounded up, any amount less than 5 cents being disregarded.
- (b) The provisions of subclause (5) of this clause mutatis mutandis (the necessary changes being made) shall apply to Junior Employees.
- (10) Casual Employees: Casual employees shall be paid at the rate of twenty percent in addition to the rates prescribed by this award for the appropriate classification.

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Zoological Gardens Employees award

1B. - MINIMUM ADULT AWARD WAGE

- (1) No employee aged 21 or more shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full-time employees aged 21 or more working under an award that provides for a 38 hour week is \$746.90 per week.
- The minimum adult award wage for full-time employees aged 21 or more working under awards that provide for other than a 38 hour week is calculated as follows: divide \$746.90 by 38 and multiply by the number of ordinary hours prescribed for a full time employee under the award.
- The minimum adult award wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (3) The minimum adult award wage is deemed to include all State Wage order adjustments from State Wage Case Decisions.
- (4) Unless otherwise provided in this clause adults aged 21 or more employed as casuals, part-time employees or piece workers or employees who are remunerated wholly on the basis of payment by 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 (if applicable) to the minimum adult award wage, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (6) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or government approved work placement programs or employed under the Commonwealth Government Supported Wage System or to other categories of employees who by prescription are paid less than the minimum award rate, provided that no employee shall be paid less than any applicable minimum rate of pay prescribed by the *Minimum Conditions of Employment Act 1993*.
- (7) Liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (8) Subject to this clause the minimum adult award wage shall –
- (a) Apply to all work in ordinary hours.
- (b) Apply to the calculation of overtime and all other penalty rates, superannuation, payments during any period of paid leave and for all purposes of this award.
- (9) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for employees aged 21 or more payable under the 2019 State Wage order decision. Any increase arising from the insertion of the minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by

this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

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

(10) Adult Apprentices

- (a) Notwithstanding the provisions of this clause, the minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for a 38 hour week is \$638.20 per week.
- (b) The minimum adult apprentice wage for a full-time apprentice aged 21 years or more working under an award that provides for other than a 38 hour week is calculated as follows: divide \$638.20 by 38 and multiply by the number of ordinary hours prescribed for a full time apprentice under the award.
- (c) The minimum adult apprentice wage is payable on and from the commencement of the first pay period on or after 1 July 2019.
- (d) Adult apprentices aged 21 years or more employed on a part-time basis shall not be paid less than pro rata the minimum adult apprentice wage according to the hours worked.
- (e) The rates paid in the paragraphs above to an apprentice 21 years of age or more are payable on superannuation and during any period of paid leave prescribed by this award.
- (f) Where in this award an additional rate is expressed as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the actual year of apprenticeship.

10. - WAGES

- (1) (a) The minimum total rate of wage payable under this award shall be as follows

	Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Total Rate \$
KEEPER			
Year One	400.00	427.90	827.90
Year Two	410.00	428.60	838.60
Year Three	420.00	434.10	854.10
SPECIALIST KEEPER - GRADE I			
Year One	432.70	435.50	868.20
Year Two	444.40	436.80	881.20
Year Three	456.30	438.10	894.40
Year Four	468.20	437.10	905.30
SPECIALIST KEEPER - GRADE II			
Year One	480.10	438.40	918.50
Year Two	492.00	439.70	931.70
Year Three	503.90	441.10	945.00
Year Four	516.00	442.30	958.30
SENIOR SPECIALIST KEEPER			
Year One	536.30	444.70	981.00
Year Two	551.10	446.20	997.30
Year Three	566.90	448.00	1014.90

- (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.