

**WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

Application No. CICS 21 OF 2022

**COMMISSION'S OWN MOTION PURSUANT TO SECTION 37D TO VARY THE  
CLERKS (COMMERCIAL, SOCIAL AND PROFESSIONAL SERVICES) AWARD  
NO. 14 OF 1972**

NOTICE is given by the Commission's Own Motion pursuant to section 37D of the *Industrial Relations Act 1979* (WA) of the Commission's intention to vary the scope of the *Clerks (Commercial, Social and Professional Services) Award No. 14 of 1972*.

The proposed variations are published in the annexed table.

A copy of the application and proposed variations may be inspected at my office by appointment at 111 St Georges Terrace, Perth.

A hearing for the purpose of affording interested persons an opportunity to be heard in relation to the proposed variations will be held at the Commission, Level 18, 111 St Georges Terrace Perth on Wednesday, 13<sup>th</sup> day of December 2023 at 2:15 pm.

Any person who wishes to be heard in relation to the proposed variations should contact Chief Commissioner Kenner's Chambers by email at [Chambers-Kenner@waire.wa.gov.au](mailto:Chambers-Kenner@waire.wa.gov.au).

S. BASTIAN  
REGISTRAR

9 NOVEMBER 2023

**CLERKS (COMMERCIAL, SOCIAL AND PROFESSIONAL SERVICES) AWARD NO. 14 OF 1972**

Current Award	Proposed Variations
<p align="center"><u>3. – AREA</u></p> <p>This award shall operate within the State of Western Australia excepting that portion of the State within the 20th or 26th parallel of Latitude and the 125<sup>th</sup> and 129<sup>th</sup> meridian of longitude.</p>	<p align="center"><u>3. – AREA</u></p> <p>(1) This Award has effect throughout Western Australia.</p> <p>(2) This Award also has effect with respect to employers who are connected to the State of Western Australia and their employees while performing work covered by this Award.</p> <p>Note: For a non-exhaustive list of indicators of when an employer may be connected to the State of Western Australia, see section 3(2) of the <i>Industrial Relations Act 1979</i>. Indicators include, but are not limited to, whether the employer is:</p> <ul style="list-style-type: none"> <li>• Domiciled or resident in, or has an office or a place of business in, the State; or</li> <li>• registered, incorporated, or established under a law of the State; or</li> <li>• the holder of a licence, lease, tenement, permit, or other authority, granted under a law of the State or by a public authority.</li> </ul>
<p align="center"><u>4. – SCOPE</u></p> <p>This award shall apply to all workers employed in the clerical callings mentioned herein (including telephone attendants and messengers where such worker does clerical work) by those employers named and engaged in the industry set out in Schedule "A" hereto, provided that it shall not apply to workers employed in the callings of Dental Assistant and or Dental Receptionist under the Dental Technicians' and Attendant/Receptionists' Award 1982.</p>	<p align="center"><u>4. – SCOPE</u></p> <p>(1) This award applies to all private sector employees who are wholly or principally engaged in clerical work as set out in Clause 11. – Classification and Wage Rates of this award, and their employers.</p> <p>(2) This award also applies to employers that supply labour on an on-hire basis to host employers in respect of on-hire employees employed in the classifications provided in Clause 11. – Classifications and Wage Rates of this award, and those on-hire employees, while engaged in the performance of work covered by this award.</p> <p>(3) This award does not apply to:</p> <ul style="list-style-type: none"> <li>(a) employers and employees who are subject to the national industrial relations system;</li> <li>(b) local government authorities; and</li> <li>(c) employees who are covered by another award of the Western</li> </ul>

	<p>Australian Industrial Relations Commission, including the:</p> <ul style="list-style-type: none"> <li>(i) Clerks' (Accountants' Employees) Award 1984;</li> <li>(ii) Clerks' (Bailiffs' Employees) Award 1978;</li> <li>(iii) Clerks' (Customs and/or Shipping and/or Forwarding Agents) Award;</li> <li>(iv) Clerks' (Grain Handling) Award, 1977;</li> <li>(v) Clerks' (Hotels, Motels and Clubs) Award 1979;</li> <li>(vi) Clerks' (Racing Industry - Betting) Award 1978;</li> <li>(vii) Clerks' (Timber) Award;</li> <li>(viii) Clerks' (Unions and Labor Movement) Award 2004;</li> <li>(ix) Clerks' (Wholesale &amp; Retail Establishments) Award No. 38 of 1947; and</li> <li>(x) Dental Technicians' and Attendant/Receptionists' Award, 1982.</li> </ul>
<u>SCHEDULE "A". – RESPONDENTS</u>	<u>SCHEDULE A. – RESPONDENTS</u>

Aerial Spray Contractors: Doggett Aviation & Engineering Co Pty Ltd, Jandakot	Armoured Escorts: Perth Armoured Transport Pty Ltd, 113 Rokeby Road, Subiaco	Saw Cambridge & Brannelly, 68 St George's Terrace, Perth	Doggett Aviation & Engineering Co Pty Ltd, Jandakot	L.W. Buckenridge & Associates, 30 Ord Street, West Perth	Brown A. Mitchell (W.A.) Pty Ltd, 10 Kings Park Road, West Perth
Air-Culture Pty Ltd, Aerodrome, Jandakot	Mayne Nickless Ltd, 588 Hay Street, Subiaco	Builders and/or Contractors: Collier Constructions Pty Ltd, 196 Campbell Street, Belmont	Air-Culture Pty Ltd, Aerodrome, Jandakot	Technical Consultant Pty Ltd, 1174 Hay Street, West Perth	John P. Young & Associates (WA) Pty Ltd, 1195 Hay Street, West Perth
Aerial Hire Service: Civil Flying Services (W.A.) Pty Ltd Jandakot Airport, Jandakot	Architects and Draftsmen and/or Technical Consultants: L.W. Buckenridge & Associates, 30 Ord Street, West Perth	Building Advisory Service: J. Gardiner & Associates, 392 The Strand, Dianella	Civil Flying Services (W.A.) Pty Ltd Jandakot Airport, Jandakot	Hobbs, Winning & Leighton, 262 York Street, Albany	Statliner Pty Ltd, 14 Wynyard Street, Belmont
Advertising Agents and/or Contractors: Pink Pages Publicity, 207 Murray Street, Perth	Technical Consultant Pty Ltd, 1174 Hay Street, West Perth	Building Societies: Perth Building Society, 25 Barrack Street, Perth	Pink Pages Publicity, 207 Murray Street, Perth	Fremantle Drafting and Plan Printing Service, 152 High Street, Fremantle	Deluxe Coachlines Pty Ltd, 741 Hay Street, Perth
Jackson, Wain & Hunt Pty Ltd, 288 Hay Street, Perth	Hobbs, Winning & Leighton, 262 York Street, Albany	Business Consultants and/or Industrial and/or Management: Ellis & Associates Pty Ltd, 17 Walker Avenue, West Perth	Jackson, Wain & Hunt Pty Ltd, 288 Hay Street, Perth	Returned Service League, Anzac House, 30A St George's Terrace, Perth	Parlocars WA Pty Ltd, 30 Pier Street, Perth
United Commercial Services Pty Ltd, 54 Marine Terrace, Geraldton.	Fremantle Drafting and Plan Printing Service, 152 High Street, Fremantle	Brown A. Mitchell (W.A.) Pty Ltd, 10 Kings Park Road, West Perth	United Commercial Services Pty Ltd, 54 Marine Terrace, Geraldton.	Red Cross Society (W.A. Division), 357 Murray Street, Perth	Adept Secretarial Services, 166 Murray Street, Perth
Agents - Theatrical: Baden - Powell Frank Enterprises Pty Ltd, 78 Stirling Street, Perth	Associations and/or Societies: Returned Service League, Anzac House, 30A St George's Terrace, Perth	John P. Young & Associates (WA) Pty Ltd, 1195 Hay Street, West Perth	Baden - Powell Frank Enterprises Pty Ltd, 78 Stirling Street, Perth	St John Ambulance Association, 298 Wellington Street, Perth	Bright Spot Caterers Pty Ltd, 78 Brisbane Street, Perth
Agents - Travel and/or Booking: Boans Ltd, Murray Street, Perth	Red Cross Society (W.A. Division), 357 Murray Street, Perth	Bus Operators (Including Tourist Bus, Coachlines and Charter Services): Statliner Pty Ltd, 14 Wynyard Street, Belmont	Boans Ltd, Murray Street, Perth	Swan View Agricultural Society, Talbot Road, Swan View	Chemical Consultants Pty Ltd, 18 Wittenoom Street, East Perth
Agents Real Estate and/or Developers and/or Builders: Justin Seward & Co, 115 St George's Terrace, Perth	St John Ambulance Association, 298 Wellington Street, Perth	Deluxe Coachlines Pty Ltd, 741 Hay Street, Perth	Justin Seward & Co, 115 St George's Terrace, Perth	Sam Rifici Ladies Hair Stylist, 138 Murray Street, Perth	Mining & Agricultural Laboratories, 17 Forrest Avenue, East Perth.
Robertson Bros, C.M.L. Building, 55 St George's Terrace, Perth	Swan View Agricultural Society, Talbot Road, Swan View	Parlocars WA Pty Ltd, 30 Pier Street, Perth	Robertson Bros, C.M.L. Building, 55 St George's Terrace, Perth	Continental Salon, 197 York Street, Albany	McNamara Barry T., 26 Colin Street, West Perth
Bond Corporation, 68 St George's Terrace, Perth	Beauty Salons and/or Hairdressers: Sam Rifici Ladies Hair Stylist, 138 Murray Street, Perth	Calculating Services and/or Contractors: Adept Secretarial Services, 166 Murray Street, Perth	Bond Corporation, 68 St George's Terrace, Perth	Leslie Burrige & Son, 179 St George's Terrace, Perth	Baran's Chiropractic Clinic, 246 Middleton Road, Albany
D.C. Allen Homes Pty Ltd, 182 Rutland Street, Carlisle	Continental Salon, 197 York Street, Albany	Caterers: Bright Spot Caterers Pty Ltd, 78 Brisbane Street, Perth	D.C. Allen Homes Pty Ltd, 182 Rutland Street, Carlisle	H.L. & H.R. Holland, 21 Ord Street, West Perth	Methodist Church Office, 97 William Street, Perth
Steere & Clarke, 26 Stirling Street, Bunbury	Brokers - Mortgage: Leslie Burrige & Son, 179 St George's Terrace, Perth	Chemists - Consulting and/or Industrial: Chemical Consultants Pty Ltd, 18 Wittenoom Street, East Perth	Steere & Clarke, 26 Stirling Street, Bunbury	A.C. Goode & Co, 37 St George's Terrace, Perth	Catholic Church Office, Victoria Square, Perth
Analysts: Inman & Farrell, 43 Shenton Street, Perth	H.L. & H.R. Holland, 21 Ord Street, West Perth	Perth Armoured Transport Pty Ltd, 113 Rokeby Road, Subiaco	Inman & Farrell, 43 Shenton Street, Perth	Saw Cambridge & Brannelly, 68 St George's Terrace, Perth	Edwards Secretarial College Pty Ltd, 456 Hay Street, Perth
Mining & Agricultural Laboratories, 17 Forrest Avenue, East Perth	Brokers - Stock and/or Shares: A.C. Goode & Co, 37 St George's Terrace, Perth	Mayne Nickless Ltd, 588 Hay Street, Subiaco	Mining & Agricultural Laboratories, 17 Forrest Avenue, East Perth	Collier Constructions Pty Ltd, 196 Campbell Street, Belmont	Underwood Business College, 713 Hay Street, Perth
			Perth Armoured Transport Pty Ltd, 113 Rokeby Road, Subiaco	J. Gardiner & Associates, 392 The Strand, Dianella	Westphal Bros. & Co Pty Ltd, 83-87 Abernethy Road, Belmont
			Mayne Nickless Ltd, 588 Hay Street, Subiaco	Perth Building Society, 25 Barrack Street, Perth	Rond P.A.J. & L.J., 75 Station Street, Gosnells
				Ellis & Associates Pty Ltd, 17 Walker Avenue, West Perth	Caratti Aust Pty Ltd, 515 Gt Eastern Highway, Redcliffe

<p>Mineral &amp; Agricultural Laboratories, 17 Forrest Avenue, East Perth</p> <p>Chiropractors:</p> <p>McNamara Barry T., 26 Colin Street, West Perth</p> <p>Baran's Chiropractic Clinic, 246 Middleton Road, Albany</p> <p>Churches:</p> <p>Methodist Church Office, 97 William Street, Perth</p> <p>Catholic Church Office, Victoria Square, Perth</p> <p>Commercial Colleges:</p> <p>Edwards Secretarial College Pty Ltd, 456 Hay Street, Perth</p> <p>Underwood Business College, 713 Hay Street, Perth</p> <p>Contractors (Boring):</p> <p>Westphal Bros. &amp; Co Pty Ltd, 83-87 Abernethy Road, Belmont</p> <p>Rond P.A.J. &amp; L.J., 75 Station Street, Gosnells</p> <p>Contractors (Earthmoving and/or Clearing):</p> <p>Caratti Aust Pty Ltd, 515 Gt Eastern Highway, Redcliffe</p> <p>Balcatta Hirings Pty Ltd, 197 Lake Street, Perth</p> <p>Contractors (Administration):</p> <p>Bechtel Pacific Corporation Ltd, 41 St George's Tce, Perth</p> <p>Contractors (Paving and/or Road Making and/or Surfacing):</p> <p>Hot Mix Ltd, Bickley Road, Cannington</p> <p>Copying Machine Hirers:</p> <p>Rank Xerox (Aust) Pty Ltd, 63 Adelaide Terrace, Perth</p>	<p>Debt Collectors and/or Credit Reference Agents:</p> <p>Trade Protection Association of W.A. Ltd, 321 Murray Street, Perth</p> <p>Laurens George (SA) Pty Ltd, 65 Francis Street, Perth</p> <p>Dunn and Bradstreet, 321 Murray Street, Perth</p> <p>Dentists:</p> <p>Metropolitan Dental Co, 790 Hay Street, Perth</p> <p>Doctors and/or Medical Specialists:</p> <p>Dr A.T.H. Jolly, 275 Gt Eastern Highway, Midland</p> <p>Dr A.J. Beaumont, 228 Lester Avenue, Geraldton</p> <p>Mr N.J. Way, 34 Ventnor Avenue, West Perth</p> <p>Dry Cleaners and/or Dyers:</p> <p>Ad Astra Pty Ltd, 106 Cambridge Street, Leederville</p> <p>Geraldton Dry Cleaners, 247 Marine Terrace, Geraldton</p> <p>Employment Agents and/or Contractors and/or Consultants:</p> <p>Manpower Pty Ltd, 240 St George's Terrace, Perth</p> <p>Drake Personnel, 189 St George's Terrace, Perth</p> <p>Hotel Service Bureau, 189 St George's Terrace, Perth</p> <p>Electrical Contractors and/or Installers:</p> <p>P.R. Allen Pty Ltd, 908 Beaufort Street, Inglewood</p> <p>J.M. Miragliotta, 41 Quarry Street, Geraldton</p> <p>Engineers and/or Designing:</p>	<p>Warman Equipment (International) Ltd, 88 Fisher Street, Belmont</p> <p>Dravo Pty Ltd, 30 Ord Street, West Perth</p> <p>Bechtel Pacific Corporation Ltd, 41 St George's Tce, Perth</p> <p>Engineers Civil and/or Consulting and/or Construction:</p> <p>J.O. Clough &amp; Son Pty Ltd, 24 Mount Street, Perth</p> <p>Thiess Bros Pty Ltd, 113 Belmont Avenue, Belmont</p> <p>Dravo Pty Ltd, 30 Ord Street, West Perth</p> <p>Bechtel Pacific Corporation Ltd, 41 St George's Tce, Perth</p> <p>Film Renters and/or Producers and/or Libraries:</p> <p>Metro-Goldwyn-Mayer Pty Ltd, 447 Murray Street, Perth</p> <p>Columbia Pictures Pty Ltd, 284 Stirling Street, Perth</p> <p>Fire Protection Appliances and/or Engineers:</p> <p>Wormald Bros (Aust) Pty Ltd, Cnr Milford &amp; Swansea Streets, Victoria Park</p> <p>M.V. Gerrard Pty Ltd, 428 Scarborough Beach Road, Osborne Park</p> <p>Friendly Societies and/or Credit:</p> <p>Manchester Unity Independant Order of Oddfellows Friendly Society in W.A., 483 Hay Street, Perth</p> <p>Grand United Order of Free Gardeners Friendly Society, Porter Street, Kalgoorlie.</p> <p>Funeral Directors:</p> <p>Bowra &amp; O'Dea, 68 Stirling Street, Perth</p>	<p>Balcatta Hirings Pty Ltd, 197 Lake Street, Perth.</p> <p>Bechtel Pacific Corporation Ltd, 41 St George's Tce, Perth</p> <p>Hot Mix Ltd, Bickley Road, Cannington</p> <p>Rank Xerox (Aust) Pty Ltd, 63 Adelaide Terrace, Perth</p> <p>Trade Protection Association of W.A. Ltd, 321 Murray Street, Perth</p> <p>Laurens George (SA) Pty Ltd, 65 Francis Street, Perth</p> <p>Dunn and Bradstreet, 321 Murray Street, Perth</p> <p>Metropolitan Dental Co, 790 Hay Street, Perth</p> <p>Dr A.T.H. Jolly, 275 Gt Eastern Highway, Midland</p> <p>Dr A.J. Beaumont, 228 Lester Avenue, Geraldton</p> <p>Mr N.J. 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Hooker Ltd, 41 St George's Terrace, Perth</p> <p>Perth Business Brokers, 196 Adelaide Terrace, Perth</p> <p>Monarch Laundry Pty Ltd, 631 Newcastle Street, Leederville</p> <p>Acme Albany Laundry, 17 Albany Highway, Albany.</p>	<p>O'Connor Crane Service, 20 Twickenham Street, Victoria Park</p> <p>Whippett Products, 44 John Street, Bentley</p> <p>Elliott and Elliott Pty Ltd, 12 Piccadilly Arcade, Perth</p> <p>Laubman &amp; Pank (WA) Pty Ltd, 77 Barrack Street, Perth</p> <p>D.C. Perrott &amp; Son Pty Ltd, 263 Hay Street, Subiaco</p> <p>Wood &amp; Son, 268 Charles Street, North Perth</p> <p>John &amp; McAsliffe (1957) Pty Ltd, 42 Claisebrook Road, East Perth</p> <p>M. Malone, 501 Murray Street, Perth</p> <p>H.P.C. Pty Ltd, 47 Gt Eastern Highway, Victoria Park</p> <p>David Gray &amp; Co Ltd, Rawlinson Street, O'Connor</p> <p>Webb &amp; Webb, 616 Hay Street, Perth</p> <p>Art Photo Engravers, 11 James Street, East Perth</p> <p>Crosby Sensitizing Pty Ltd, 610 Murray Street, Perth</p> <p>Harding &amp; Halden Pty Ltd, 613 Wellington Street, Perth</p> <p>Blights Investigations, 30 Esplanade, Perth</p> <p>Ernest Scott Investigations Pty Ltd, 88 Beaufort Street, Perth</p> <p>White Eric Associates (WA) Pty Ltd, B.P. House, 1 Mount Street, Perth</p> <p>Hodgkinson's Secretarial Service, 312 William Street, Perth</p> <p>Murray's Office Services Pty Ltd, 10 William Street, Perth</p>
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H.C. Prior & Son, 69 Grey Street, Albany

Hotel, Business Brokers and/or Agents:

L.J. Hooker Ltd, 41 St George's Terrace, Perth

Perth Business Brokers, 196 Adelaide Terrace, Perth

Laundries:

Monarch Laundry Pty Ltd, 631 Newcastle Street, Leederville

Acme Albany Laundry, 17 Albany Highway, Albany.

Machinery Hire Service and/or Contractors:

O'Connor Crane Service, 20 Twickenham Street, Victoria Park

Whippett Products, 44 John Street, Bentley

Opticians:

Elliott and Elliott Pty Ltd, 12 Piccadilly Arcade, Perth

Laubman & Pank (WA) Pty Ltd, 77 Barrack Street, Perth

Painters, Decorators and/or Contractors:

D.C. Perrott & Son Pty Ltd, 263 Hay Street, Subiaco

Wood & Son, 268 Charles Street, North Perth

Panel Beaters and/or Repairers:

John & McAuliffe (1957) Pty Ltd, 42 Claisebrook Road, East Perth

M. Malone, 501 Murray Street, Perth

Pest Control Maintenance and/or Contractors:

H.P.C. Pty Ltd, 47 Gt Eastern Highway, Victoria Park

David Gray & Co Ltd, Rawlinson Street, O'Connor

Photographers:

Webb & Webb, 616 Hay Street, Perth

Art Photo Engravers, 11 James Street, East Perth

Plan Printers: Crosby Sensitizing Pty Ltd, 610 Murray Street, Perth

Harding & Halden Pty Ltd, 613 Wellington Street, Perth

Private Inquiry Agents:

Blights Investigations, 30 Esplanade, Perth

Ernest Scott Investigations Pty Ltd, 88 Beaufort Street, Perth

Public Relations Consultants and/or Advisers:

White Eric Associates (WA) Pty Ltd, B.P. House, 1 Mount Street, Perth

Secretarial Services and/or Contractors:

Hodgkinson's Secretarial Service, 312 William Street, Perth

Murray's Office Services Pty Ltd, 10 William Street, Perth

Silk Screen Processors and/or Contractors:

Modern Sign Co Pty Ltd, 135 Herdsman Parade, Wembley

Silk Screen Arts, 49 Gladstone Street, East Perth

Telephone Hygiene Service:

Telephone Cleaning Service (WA), 40 Parliament Place, West Perth

Television Installers:

Hills Industries Ltd, 508 Guildford Road, Bayswater

Television Repairs and/or Services:

Dickson Primer Industries Pty Ltd, 281 Newcastle Street, Perth

E.I.L. Service Pty Ltd, Bunbury

Vehicle Parking:

Canterbury Court Self Car Park, James Street, Perth

Modern Sign Co Pty Ltd, 135 Herdsman Parade, Wembley

Silk Screen Arts, 49 Gladstone Street, East Perth

Telephone Cleaning Service (WA), 40 Parliament Place, West Perth

Hills Industries Ltd, 508 Guildford Road, Bayswater

Dickson Primer Industries Pty Ltd, 281 Newcastle Street, Perth

E.I.L. Service Pty Ltd, Bunbury

Canterbury Court Self Car Park, James Street, Perth