

**WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

Application No. CICS 5 OF 2025

**COMMISSION'S OWN MOTION PURSUANT TO SECTION 37D TO VARY THE  
METAL TRADES (GENERAL) AWARD**

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 *Metal Trades (General) Award* and make other consequential changes. The proposed variations which relate to scope 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 Tuesday, the 9<sup>th</sup> day of September 2025 at 10:30 AM.

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@wairc.wa.gov.au](mailto:Chambers-Kenner@wairc.wa.gov.au).

S. BASTIAN  
REGISTRAR

25 JULY 2025

## METAL TRADES (GENERAL) AWARD

Current Award Clause	Proposed Variation
<p>1.1 - Title</p> <p>This Award shall be known as the "Metal Trades (General) Award" as amended and consolidated and to the extent shown in the First Schedule to this Award replaces the several awards and industrial agreements set forth in that schedule and, with respect to construction work, replaces the several orders set out in the said schedule.</p>	<p>1.1 - Title</p> <p>This Award shall be known as the “Manufacturing, Maintenance and Metal Trades Award” and consolidates and replaces the awards listed in Schedule 1.</p>
<p>1.3 - AREA AND SCOPE</p> <p>1.3.1</p> <p>(a) This Award applies to employers in the “metal trades and associated industries and occupations” and to all employees employed by those employers in any classification mentioned in Clause 4.8 - Wages and Supplementary Payments of PART 1 - GENERAL or Clause 13. - Wages of PART 2 - CONSTRUCTION WORK of this Award.</p> <p>(b) For the avoidance of doubt, this Award also continues to apply to all employers and employees who were previously bound by the Award prior to CICS 15 of 2022.</p> <p>Note: A list of the industries the Award previously applied to prior to CICS 15 of 2022 is included at Appendix 5.</p> <p>1.3.2 This Award also applies to:</p> <p>(a) employers that supply labour on an on-hire basis to host employers in the “metal trades and associated industries and occupations” in respect of on-hire employees employed in the classifications mentioned in this Award, and those on-hire employees, while engaged in the performance of work covered by this Award; and</p> <p>(b) employers that provide group training services for apprentices and/or trainees in the “metal trades and associated industries and occupations” in respect of apprentices and/or trainees employed in one or more of the classifications mentioned in this Award, and those apprentices and/or trainees, while engaged by a host employer in the performance of work covered by this Award.</p> <p><b>Exclusion to scope clause</b></p> <p>1.3.3 This Award does not apply to:</p>	<p>1.3 - AREA AND SCOPE</p> <p>1.3.1</p> <p>(a) This Award applies to employers in the “manufacturing, maintenance, metal trades and associated industries and occupations” and to all employees employed by those employers in any classification mentioned in Clause 4.8 - Wages and Supplementary Payments of PART 1 - GENERAL or Clause 13. - Wages of PART 2 - CONSTRUCTION WORK of this Award.</p> <p>(b) For the avoidance of doubt, this Award also continues to apply to all employers and employees who were previously bound by the Award prior to CICS 15 of 2022.</p> <p>Note: A list of the industries the Award previously applied to prior to CICS 15 of 2022 is included at Appendix 5.</p> <p>1.3.2 This Award also applies to:</p> <p>(a) employers that supply labour on an on-hire basis to host employers in the “manufacturing, maintenance, metal trades and associated industries and occupations” in respect of on-hire employees employed in the classifications mentioned in this Award, and those on-hire employees, while engaged in the performance of work covered by this Award; and</p> <p>(b) employers that provide group training services for apprentices and/or trainees in the “manufacturing, maintenance, metal trades and associated industries and occupations” in respect of apprentices and/or trainees employed in one or more of the classifications mentioned in this Award, and those apprentices and/or trainees, while engaged by a host employer in the performance of work covered by this Award.</p> <p><b>Exclusion to scope clause</b></p> <p>1.3.3 This Award does not apply to:</p>

<p>(a) employees who are on-hired to electrical contracting businesses or to employers who are engaged in the electrical contracting industry as defined under the terms of the Electrical Contracting Industry Award R 22 of 1978.</p> <p>(b) employers and employees who are subject to the national industrial relations system.</p>	<p>(a) employees who are on-hired to electrical contracting businesses or to employers who are engaged in the electrical contracting industry as defined under the terms of the Electrical Contracting Industry Award R 22 of 1978.</p> <p>(b) employers and employees who are subject to the national industrial relations system.</p>
<p>1.6 - DEFINITIONS AND CLASSIFICATION STRUCTURE</p> <p>1.6.1 General:</p> <p>...</p> <p>“Metal trades and associated industries and occupations” means the metal working and engineering and fabricating industries, including any of the following:</p> <ol style="list-style-type: none"> <li>(1) mechanical and electrical engineering.</li> <li>(2) smithing, welding, metal moulding, metal machining, metal pressing and stamping, boilermaking, diecasting, galvanising, tinning, steel pickling and plastic moulding.</li> <li>(3) casting or fabricating in synthetic resins, or similar materials and including the production of synthetic resins, powders, tablets, etc, as used in such processes.</li> <li>(4) tool, die, gauge and mould making.</li> <li>(5) porcelain enamelling, and the manufacture of porcelain enamels, oxides, glazes and similar materials.</li> <li>(6) electroplateware manufacturing and electroplating of all types.</li> <li>(7) japanning, enamelling, painting etc, of metallic articles.</li> <li>(8) drawing and insulation of wire for the conducting of electricity.</li> <li>(9) generation and distribution of electric energy.</li> <li>(10) production by mechanical means of industrial gases.</li> <li>(11) making, assembling, repairing and maintenance of vehicles and metal motor body parts.</li> <li>(12) making, repairing, reconditioning and maintenance of motor engines, and/or parts thereof, and of the mechanical and electrical parts including the transmission and chassis of motor cars, motor cycles and other motor driven vehicles.</li> <li>(13) selling, handling, retreading, storing, distributing, fitting, and/or repairing of tyres made of any material.</li> <li>(14) hand and machine engraving.</li> <li>(15) installation of all classes and types of electrical wiring equipment and plant, and the repair and maintenance thereof.</li> <li>(16) manufacture of ceramic articles for use in the metal trades industries.</li> <li>(17) the manufacture, making, construction, assembling, erection, reconditioning, installation, maintenance, testing and/or repair of: <ol style="list-style-type: none"> <li>(a) agricultural implements.</li> <li>(b) badges and name-plates (including chemical engraving).</li> <li>(c) bicycles.</li> <li>(d) bolts, nuts, screws, rivets, washers and similar articles.</li> <li>(e) bridges and girders.</li> <li>(f) bright steel bars, rods, shafting, etc.</li> </ol> </li> </ol>	<p>1.6 - DEFINITIONS AND CLASSIFICATION STRUCTURE</p> <p>1.6.1 General:</p> <p>...</p> <p>“Manufacturing, maintenance, metal trades and associated industries and occupations” means the metal working and engineering and fabricating industries, including any of the following:</p> <ol style="list-style-type: none"> <li>(1) mechanical and electrical engineering.</li> <li>(2) smithing, welding, metal moulding, metal machining, metal pressing and stamping, boilermaking, diecasting, galvanising, tinning, steel pickling and plastic moulding.</li> <li>(3) casting or fabricating in synthetic resins, or similar materials and including the production of synthetic resins, powders, tablets, etc, as used in such processes.</li> <li>(4) tool, die, gauge and mould making.</li> <li>(5) porcelain enamelling including wet and dry porcelain enamelling, and the manufacture of porcelain enamels, oxides, glazes and similar materials.</li> <li>(6) electroplateware manufacturing and electroplating of all types.</li> <li>(7) japanning, enamelling, painting etc, of metallic articles.</li> <li>(8) drawing and insulation of wire for the conducting of electricity.</li> <li>(9) generation and distribution of electric energy.</li> <li>(10) production by mechanical means of industrial gases.</li> <li>(11) building, making, assembling, repairing and maintenance of vehicles, caravan and metal motor body parts.</li> <li>(12) making, repairing, reconditioning and maintenance of motor engines, and/or parts thereof, and of the mechanical and electrical parts including the transmission and chassis of motor cars, motor cycles and other motor driven vehicles.</li> <li>(13) selling, handling, retreading, storing, distributing, fitting, and/or repairing of tyres made of any material.</li> <li>(14) hand and machine engraving.</li> <li>(15) installation of all classes and types of electrical wiring equipment and plant, and the repair and maintenance thereof.</li> <li>(16) manufacture of ceramic articles for use in the metal trades industries.</li> <li>(17) the manufacture, making, construction, assembling, erection, reconditioning, installation, maintenance, testing and/or repair of: <ol style="list-style-type: none"> <li>(a) agricultural implements.</li> <li>(b) badges and name-plates (including chemical engraving).</li> <li>(c) bicycles.</li> <li>(d) bolts, nuts, screws, rivets, washers and similar articles.</li> <li>(e) bridges and girders.</li> </ol> </li> </ol>

<p>(g) electrical advertising equipment (including neon signs).</p> <p>(h) electrical machinery, apparatus and appliances (including valve and globe manufacturing).</p> <p>(i) fluorescent lighting.</p> <p>(j) insulation materials and articles.</p> <p>(k) lifts and elevators.</p> <p>(l) metal furniture.</p> <p>(m) perambulators.</p> <p>(n) radios, telephones and X-ray machines.</p> <p>(o) recording, measuring and controlling devices for electricity, fluids, gases, heat, temperature, pressure, time, etc.</p> <p>(p) refrigerators, stoves and ovens.</p> <p>(q) safe and strong-rooms.</p> <p>(r) scales and machines for measuring mass and equipment.</p> <p>(s) ships and boats.</p> <p>(t) ventilating and air-conditioning plant and equipment.</p> <p>(u) watches and clocks, including cases.</p> <p>(v) water fittings.</p> <p>(w) wet and dry batteries.</p> <p>(x) window frames.</p> <p>(18) The manufacture, making, assembly, processing, treatment, fabrication and preparation of all products made from, or containing, steel, iron, metal, sheet metal, tin, brass, copper and nonferrous metal.</p> <p>(19) Making, manufacture, treatment, installation, maintenance, repair and reconditioning of any articles, part or component, whether of metal and/or other material in any of the above industries.</p> <p>(20) Making, manufacture, installation, construction, maintenance, repair and reconditioning of plant, equipment, buildings and services (including power supply) in establishments connected with the industries and work described in this clause and maintenance work generally.</p> <p>(21) Every operation, process, duty and function carried on or performed in or in connection with or incidental to any of the above industries.</p> <p>...</p>	<p>(f) bright steel bars, rods, shafting, etc.</p> <p>(g) cannisters.</p> <p>(h) circulating radiators.</p> <p>(i) electrical advertising equipment (including neon signs).</p> <p>(j) electrical machinery, apparatus and appliances (including valve and globe manufacturing).</p> <p>(k) fluorescent lighting.</p> <p>(l) gates, fences and frames.</p> <p>(m) insulation materials and articles.</p> <p>(n) lifts and elevators.</p> <p>(o) metal furniture.</p> <p>(p) perambulators.</p> <p>(q) radios, telephones and X-ray machines.</p> <p>(r) recording, measuring and controlling devices for electricity, fluids, gases, heat, temperature, pressure, time, etc.</p> <p>(s) refrigerators, stoves and ovens.</p> <p>(t) safe and strong-rooms.</p> <p>(u) scales and machines for measuring mass and equipment.</p> <p>(v) ships and boats.</p> <p>(w) ventilating and air-conditioning plant and equipment.</p> <p>(x) watches and clocks, including cases.</p> <p>(y) water fittings.</p> <p>(z) wet and dry batteries.</p> <p>(za) window frames.</p> <p>(18) The manufacture, making, assembly, processing, treatment, fabrication and preparation of all products made from, or containing, galvanised iron, steel, iron, metal, sheet metal, sheet-tin, tin, brass, copper and nonferrous metal.</p> <p>(19) Making, manufacture, treatment, installation, maintenance, repair and reconditioning of any articles, part or component, whether of metal and/or other material in any of the above industries.</p> <p>(20) Making, manufacture, installation, construction, maintenance, repair and reconditioning of plant, equipment, buildings and services (including power supply) in establishments connected with the industries and work described in this clause and maintenance work generally.</p> <p>(21) Mixing, fixing or applying thermal insulating material including the fixing of protective coverings of canvas, sheet metals, fabrics, plastics, bituminous fibre glass, or other similar materials to such insulation but not including the installation of building grade insulation material in walls and ceilings</p> <p>(22) Every operation, process, duty and function carried on or performed in or in connection with or incidental to any of the above industries.</p> <p><b>Add the following two (2) new definitions after “Manufacturing, maintenance, metal trades and associated industries and occupations”:</b></p>
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	<p>"Sheetmetal worker - first class" shall mean a worker required:</p> <p>(1) to work from blue prints, drawings or measurements (whichever is required of them) for completed articles and to make the articles throughout; or</p> <p>(2) to do work the ability to do which involves the ability to do the work specified in paragraph (1) hereof.</p> <p>The expression "blue prints, drawings or measurements" means blue prints, drawings or measurements furnished by the customer to the employer for the purpose of specifying the nature and/or dimensions of the articles, ordered or part thereof, or blue prints, drawings or measurements of a similar nature but the expression does not include drawings, sketches or measurements supplied to the individual workman to understand the nature of and to carry out the work required of him.</p> <p>"Sheetmetal worker - second class" shall mean a tinsmith or sheetmetal worker, other than a sheetmetal worker - first class, employed in manufacturing or partly manufacturing articles out of any class of sheetmetal of ten gauge or lighter and including wire work in connection with such articles.</p>																																												
<p>2.3 - REDUNDANCY</p> <p>...</p> <p>2.3.3 Severance Pay</p> <p>(1) In addition to the period of notice prescribed in 2.1.2(1) in Clause 2.1 - Contract of Service, of this Award, for ordinary termination, and subject to further order of the Commission, an employee whose employment is terminated for reasons set out in 2.3.1 shall be entitled to the following amount of severance pay in respect of a continuous period of service.</p> <p><u>PERIOD OF CONTINUOUS SERVICESEVERANCE PAY</u></p> <table> <tr> <td>Less than 1 year</td><td>Nil</td></tr> <tr> <td>1 year and less than 2 years</td><td>4 weeks' pay</td></tr> <tr> <td>2 years and less than 3 years</td><td>6 weeks' pay</td></tr> <tr> <td>3 years and less than 4 years</td><td>7 weeks' pay</td></tr> <tr> <td>4 years and less than 5 years</td><td>8 weeks' pay</td></tr> <tr> <td>5 years and less than 6 years</td><td>10 weeks' pay</td></tr> <tr> <td>6 years and less than 7 years</td><td>11 weeks' pay</td></tr> <tr> <td>7 years and less than 8 years</td><td>13 weeks' pay</td></tr> <tr> <td>8 years and less than 9 years</td><td>14 weeks' pay</td></tr> <tr> <td>9 years and less than 10 years</td><td>16 weeks' pay</td></tr> <tr> <td>10 years and over</td><td>12 weeks' pay</td></tr> </table>	Less than 1 year	Nil	1 year and less than 2 years	4 weeks' pay	2 years and less than 3 years	6 weeks' pay	3 years and less than 4 years	7 weeks' pay	4 years and less than 5 years	8 weeks' pay	5 years and less than 6 years	10 weeks' pay	6 years and less than 7 years	11 weeks' pay	7 years and less than 8 years	13 weeks' pay	8 years and less than 9 years	14 weeks' pay	9 years and less than 10 years	16 weeks' pay	10 years and over	12 weeks' pay	<p>2.3 - REDUNDANCY</p> <p>...</p> <p>2.3.3 Severance Pay</p> <p>(1) In addition to the period of notice prescribed in 2.1.2(1) in Clause 2.1 - Contract of Service, of this Award, for ordinary termination, and subject to further order of the Commission, an employee whose employment is terminated for reasons set out in 2.3.1 shall be entitled to the following amount of severance pay in respect of a continuous period of service.</p> <p><u>PERIOD OF CONTINUOUS SERVICESEVERANCE PAY</u></p> <table> <tr> <td>Less than 1 year</td><td>Nil</td></tr> <tr> <td>1 year and less than 2 years</td><td>4 weeks' pay</td></tr> <tr> <td>2 years and less than 3 years</td><td>6 weeks' pay</td></tr> <tr> <td>3 years and less than 4 years</td><td>7 weeks' pay</td></tr> <tr> <td>4 years and less than 5 years</td><td>8 weeks' pay</td></tr> <tr> <td>5 years and less than 6 years</td><td>10 weeks' pay</td></tr> <tr> <td>6 years and less than 7 years</td><td>11 weeks' pay</td></tr> <tr> <td>7 years and less than 8 years</td><td>13 weeks' pay</td></tr> <tr> <td>8 years and less than 9 years</td><td>14 weeks' pay</td></tr> <tr> <td>9 years and less than 10 years</td><td>16 weeks' pay</td></tr> <tr> <td>10 years and over</td><td>12 weeks' pay</td></tr> </table>	Less than 1 year	Nil	1 year and less than 2 years	4 weeks' pay	2 years and less than 3 years	6 weeks' pay	3 years and less than 4 years	7 weeks' pay	4 years and less than 5 years	8 weeks' pay	5 years and less than 6 years	10 weeks' pay	6 years and less than 7 years	11 weeks' pay	7 years and less than 8 years	13 weeks' pay	8 years and less than 9 years	14 weeks' pay	9 years and less than 10 years	16 weeks' pay	10 years and over	12 weeks' pay
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<p>"Weeks' Pay" means the ordinary weekly rate of wage for the employee concerned.</p> <p>Provided that the severance payments shall not exceed the amount which the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.</p> <p>(2) For the purpose of this clause continuity of service shall not be broken on account of -</p> <p>(a) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;</p> <p>(b) any absence from work on account of paid leave or on account of leave lawfully granted by the employer; or</p> <p>(c) any absence with reasonable cause, proof whereof shall be upon the employee;</p> <p>Provided that in the calculation of continuous service under this subclause any time in respect of which an employee is absent from work except time for which an employee is entitled to claim paid leave shall not count as time worked.</p> <p>(3) Service by the employee with a business which has been transmitted from one employer to another and the employee's service has been deemed continuous in accordance with section 6 of the <i>Long Service Leave Act 1958</i> shall also constitute continuous service for the purpose of this clause.</p> <p>...</p>	<p>"Weeks' Pay" means the ordinary weekly rate of wage for the employee concerned.</p> <p>Provided that the severance payments shall not exceed the amount which the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.</p> <p>(1A) An employee whose period of continuous service is less than one year is shall be entitled to severance pay of \$20 for each completed week of service if they are employed in:</p> <p>(a) the construction, erection or alteration of any other building, structure or civil engineering project, in the installation of industrial and commercial air conditioning and refrigeration systems but not packaged units; or</p> <p>(b) to service and repair industrial and commercial air conditioning and refrigeration systems other than on the business premises, factory or workshop of the employer; or</p> <p>(c) mixing, fixing or applying any thermal insulating material.</p> <p>(2) For the purpose of this clause continuity of service shall not be broken on account of -</p> <p>(a) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;</p> <p>(b) any absence from work on account of paid leave or on account of leave lawfully granted by the employer; or</p> <p>(c) any absence with reasonable cause, proof whereof shall be upon the employee;</p> <p>Provided that in the calculation of continuous service under this subclause any time in respect of which an employee is absent from work except time for which an employee is entitled to claim paid leave shall not count as time worked.</p> <p>(3) Service by the employee with a business which has been transmitted from one employer to another and the employee's service has been deemed continuous in accordance with section 6 of the <i>Long Service Leave Act 1958</i> shall also constitute continuous service for the purpose of this clause.</p> <p>...</p>
<p>4.8 - WAGES AND SUPPLEMENTARY PAYMENTS</p> <p>...</p> <p>4.8.2 (1) Leading Hands:</p>	<p>4.8 - WAGES AND SUPPLEMENTARY PAYMENTS</p> <p>...</p> <p>4.8.2 (1) Leading Hands:</p>

<p>In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid per week -</p> <table> <tr> <td></td> <td style="text-align: right;">\$</td> </tr> <tr> <td>(a) If placed in charge of not less than three and not more than 10 other employees</td> <td style="text-align: right;">31.20</td> </tr> <tr> <td>(b) If placed in charge of more than 10 and not more than 20 other employees</td> <td style="text-align: right;">47.70</td> </tr> <tr> <td>(c) If placed in charge of more than 20 other employees</td> <td style="text-align: right;">61.70</td> </tr> </table> <p>(2) Any tradesperson moulder employed in a foundry where no other jobbing moulder is employed shall be paid at the rate prescribed for leading hands in charge of not less than three and not more than ten (10) other workers.</p> <p>... 4.8.4 Junior Employees:</p> <table> <tr> <td>Under 16 years of age</td> <td>40% of adult minimum wage</td> </tr> <tr> <td>16 years of age</td> <td>50% of adult minimum wage</td> </tr> <tr> <td>17 years of age</td> <td>60% of adult minimum wage</td> </tr> <tr> <td>18 years of age</td> <td>70% of adult minimum wage</td> </tr> </table> <p>Wage per week for 19 and 20 years of age is expressed as a percentage of Level C13 base rate which includes a supplementary payment and arbitrated safety net adjustment.</p> <table> <tr> <td></td> <td style="text-align: right;">%</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: right;">78.5</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: right;">93</td> </tr> </table> <p>... 4.8.6 Tool Allowance:</p> <p>(1) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance of:</p> <p>(a) \$17.10 per week to such tradesperson; or</p> <p>(b) in the case of an apprentice a percentage of \$17.10 being the percentage which appears against the year of apprenticeship in 4.8.3;</p> <p>for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or apprentice.</p> <p>(2) Any tool allowance paid pursuant to 4.8.6(1) shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.</p>		\$	(a) If placed in charge of not less than three and not more than 10 other employees	31.20	(b) If placed in charge of more than 10 and not more than 20 other employees	47.70	(c) If placed in charge of more than 20 other employees	61.70	Under 16 years of age	40% of adult minimum wage	16 years of age	50% of adult minimum wage	17 years of age	60% of adult minimum wage	18 years of age	70% of adult minimum wage		%	19 years of age	78.5	20 years of age	93	<p>In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid per week -</p> <table> <tr> <td></td> <td style="text-align: right;">\$</td> </tr> <tr> <td>(a) If placed in charge of not less than three and not more than 10 other employees</td> <td style="text-align: right;">41.40</td> </tr> <tr> <td>(b) If placed in charge of more than 10 and not more than 20 other employees</td> <td style="text-align: right;">63.50</td> </tr> <tr> <td>(c) If placed in charge of more than 20 other employees</td> <td style="text-align: right;">82.00</td> </tr> </table> <p>(2) Any tradesperson moulder employed in a foundry where no other jobbing moulder is employed shall be paid at the rate prescribed for leading hands in charge of not less than three and not more than ten (10) other workers.</p> <p>... 4.8.4 Junior Employees:</p> <table> <tr> <td>Under 16 years of age</td> <td>40% of adult minimum wage</td> </tr> <tr> <td>16 years of age</td> <td>50% of adult minimum wage</td> </tr> <tr> <td>17 years of age</td> <td>60% of adult minimum wage</td> </tr> <tr> <td>18 years of age</td> <td>70% of adult minimum wage</td> </tr> </table> <p>Wage per week for 19 and 20 years of age is expressed as a percentage of Level C13 base rate which includes a supplementary payment and arbitrated safety net adjustment.</p> <table> <tr> <td></td> <td style="text-align: right;">%</td> </tr> <tr> <td>19 years of age</td> <td style="text-align: right;">80</td> </tr> <tr> <td>20 years of age</td> <td style="text-align: right;">93</td> </tr> </table> <p>... 4.8.6 Tool Allowance:</p> <p>(1) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance of:</p> <p>(a) \$23.10 per week to such tradesperson; or</p> <p>(b) in the case of an apprentice a percentage of \$23.10 being the percentage which appears against the year of apprenticeship in 4.8.3;</p> <p>for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or apprentice.</p> <p>(2) Any tool allowance paid pursuant to 4.8.6(1) shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.</p>		\$	(a) If placed in charge of not less than three and not more than 10 other employees	41.40	(b) If placed in charge of more than 10 and not more than 20 other employees	63.50	(c) If placed in charge of more than 20 other employees	82.00	Under 16 years of age	40% of adult minimum wage	16 years of age	50% of adult minimum wage	17 years of age	60% of adult minimum wage	18 years of age	70% of adult minimum wage		%	19 years of age	80	20 years of age	93
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	%																																												
19 years of age	78.5																																												
20 years of age	93																																												
	\$																																												
(a) If placed in charge of not less than three and not more than 10 other employees	41.40																																												
(b) If placed in charge of more than 10 and not more than 20 other employees	63.50																																												
(c) If placed in charge of more than 20 other employees	82.00																																												
Under 16 years of age	40% of adult minimum wage																																												
16 years of age	50% of adult minimum wage																																												
17 years of age	60% of adult minimum wage																																												
18 years of age	70% of adult minimum wage																																												
	%																																												
19 years of age	80																																												
20 years of age	93																																												

<p>(3) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.</p> <p>(4) A tradesperson or apprentice shall replace or pay for any tool supplied by the employer if lost through the employee's negligence.</p> <p>...</p>	<p>(3) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.</p> <p>(4) A tradesperson or apprentice shall replace or pay for any tool supplied by the employer if lost through the employee's negligence.</p> <p>...</p>
<p>4.9 - TRAINEESHIPS</p> <p>4.9.1 Scope:</p> <p>(1) This clause shall apply to persons:</p> <p>(a) who are undertaking a Traineeship (as defined); and</p> <p>(b) who are employed in the "metal trades and associated industries and occupations" and in a classification covered by this Award.</p> <p>...</p>	<p>4.9 - TRAINEESHIPS</p> <p>4.9.1 Scope:</p> <p>(1) This clause shall apply to persons:</p> <p>(a) who are undertaking a Traineeship (as defined); and</p> <p>(b) who are employed in the "manufacturing, maintenance, metal trades and associated industries and occupations" and in a classification covered by this Award.</p> <p>...</p>
<p>5.2 - SPECIAL ALLOWANCES AND FACILITIES</p> <p>...</p> <p>5.2.2 Dirt Money: An employee shall be paid an allowance of 61 cents per hour when engaged on work of an unusually dirty nature where clothes are necessarily unduly soiled or damaged or boots are unduly damaged by the nature of the work done.</p> <p>...</p> <p>5.2.4 Confined Space: An employee shall be paid an allowance of 74 cents per hour when, because of the dimensions of the compartment or space in which the employee is working, the employee is required to work in a stooped or otherwise cramped position, or without proper ventilation.</p> <p>...</p> <p>5.2.21 An employee, holding a Provide First Aid certificate (HLTAID011) or equivalent, appointed by the employer to perform first aid duties, shall be paid \$12.00 per week in addition to the employee's ordinary rate.</p> <p>...</p>	<p>5.2 - SPECIAL ALLOWANCES AND FACILITIES</p> <p>...</p> <p>5.2.2 Dirt Money: An employee shall be paid an allowance of 77 cents per hour when engaged on work of an unusually dirty nature where clothes are necessarily unduly soiled or damaged or boots are unduly damaged by the nature of the work done.</p> <p>...</p> <p>5.2.4 Confined Space: An employee shall be paid an allowance of 97 cents per hour when, because of the dimensions of the compartment or space in which the employee is working, the employee is required to work in a stooped or otherwise cramped position, or without proper ventilation.</p> <p>...</p> <p>5.2.21 An employee, holding a Provide First Aid certificate (HLTAID011) or equivalent, appointed by the employer to perform first aid duties, shall be paid \$15.90 per week in addition to the employee's ordinary rate.</p> <p>...</p> <p><b>Add the following three (3) new subclauses after "5.2.22":</b></p> <p>5.2.23 The following provisions apply to painters engaged in vehicle and caravan building and repair trades:</p> <p>(a) no surface painted with lead paint shall be rubbed down or scaped by dry process other than by hand.</p>



						<p>(b) the employer shall provide washing facilities and soap suitable as a solvent for paint mixtures, in a convenient place, for employee use before meals and after knocking off work.</p> <p>(i) Where spray painting is carried out, employers must ensure adequate protection of employee health. Employers must provide employees with respirators. Spray painting operations must be carried on in compliance with the relevant Code of Practice under s 274 of the <i>Work Health and Safety Act 2020</i> (WA).</p> <p>(ii) Painters shall be allowed five minutes each day before ceasing work at end of shift to wash and clean up.</p> <p>5.2.24 The following provisions apply to employees engaged in vehicle and caravan building and repair trades:</p> <p>(a) No employee shall be permitted to have a meal in any paint shop, or in such close proximity to any place where painting operations ae being carried on as is likely to cause injury to employee health.</p> <p>(b) where practicable, blowers shall be installed in and around wood-working machines where dust is created and likely to affect the health of employees.</p> <p>5.2.25 A sheet metal worker employed at the Alumina Refinery, Kwinana on construction in areas 40,30, 35K, 45, 25, 35f (where operating), 35c (where operating, 50 (A to E tanks) shall be supplied with overalls and boots by the employer.</p>					
13 - WAGES						Note: highlighting in table at subclause 13.2 indicates a change.					
...						13 - WAGES					
13.2 (1) Classification						13.2 (1) Classification					
		Base Rate \$	Special Payment Adjustment \$	Arbitrated Safety Net \$	Total Rate Per Week \$			Base Rate \$	Special Payment Adjustment \$	Arbitrated Safety Net \$	Total Rate Per Week \$
(a)	Instrumentation and Controls Tradesperson	423.80	96.00	674.10	1193.90	(a)	Instrumentation and Controls Tradesperson	423.80	96.00	674.10	1193.90
(b)	Instrument Tradesperson - Complex Systems	386.60	84.90	655.70	1127.20	(b)	Instrument Tradesperson - Complex Systems	386.60	84.90	655.70	1127.20
(c)	Instrument Tradesperson	380.10	80.10	654.40	1114.60	(c)	Instrument Tradesperson/Instrument Fitter	380.10	80.10	654.40	1114.60
(d)	Scientific Instrument Maker	380.10	80.10	654.40	1114.60	(d)	Scientific Instrument Maker	380.10	80.10	654.40	1114.60
(e)	Welder - Special Class	371.40	80.10	650.90	1102.40	(e)	Welder - Special Class	371.40	80.10	650.90	1102.40
(f)	Welder	362.90	80.10	647.70	1090.70	(f)	Welder	362.90	80.10	647.70	1090.70
(g)	Electrician - Special Class	386.60	84.90	655.70	1127.20	(g)	Electrician - Special Class	386.60	84.90	655.70	1127.20
(h)	Electrical Fitter	362.90	80.10	647.70	1090.70	(h)	Electrical Fitter	362.90	80.10	647.70	1090.70
(i)	Electrical Installer	362.90	80.10	647.70	1090.70						

(j)	Boilermaker	362.90	80.10	647.70	1090.70	(i)	Electrical Installer	362.90	80.10	647.70	1090.70
(k)	Tradesperson the greater part of whose time is occupied in marking off and/or template making	367.10	80.10	649.50	1096.70	(j)	Boilermaker including Structural Steel Tradesperson	362.90	80.10	647.70	1090.70
(l)	Mechanical Tradesperson - Special Class	386.60	84.90	655.70	1127.20	(k)	Tradesperson the greater part of whose time is occupied in marking off and/or template making	367.10	80.10	649.50	1096.70
(m)	Tradesperson	362.90	80.10	647.70	1090.70	(l)	Mechanical Tradesperson - Special Class	386.60	84.90	655.70	1127.20
(n)	Pipe Fitter	362.90	80.10	647.70	1090.70	(m)	Tradesperson	362.90	80.10	647.70	1090.70
(o)	Fitter - Refrigeration	362.90	80.10	647.70	1090.70	(n)	Pipe Fitter	362.90	80.10	647.70	1090.70
(p)	Fitter - Window Frame	362.90	80.10	647.70	1090.70	(o)	Fitter - Refrigeration	362.90	80.10	647.70	1090.70
(q)	Motor Mechanic	362.90	80.10	647.70	1090.70	(p)	Fitter - Window Frame	362.90	80.10	647.70	1090.70
(r)	Machinist - Engineering:					(q)	Motor Mechanic	362.90	80.10	647.70	1090.70
	First Class	362.90	80.10	647.70	1090.70	(r)	Machinist - Engineering:				
	Second Class	327.20	66.80	625.90	1019.90		First Class	362.90	80.10	647.70	1090.70
(s)	Certificated Rigger or Scaffolder	345.70	68.90	631.70	1046.30		Second Class	327.20	66.80	625.90	1019.90
(t)	Rigger or Scaffolder - Other	334.70	67.70	628.10	1030.50	(s)	Certificated Rigger or Scaffolder	345.70	68.90	631.70	1046.30
(u)	Tool and Material Storesperson	322.90	65.80	624.10	1012.80	(t)	Rigger or Scaffolder - Other	334.70	67.70	628.10	1030.50
(v)	Tradesperson's Assistant	310.20	64.30	620.30	994.80	(u)	Tool and Material Storesperson	322.90	65.80	624.10	1012.80
(w)	Tradesperson's Assistant - who from time to time uses a grinding machine	311.70	65.80	621.00	998.50	(v)	Tradesperson's Assistant	310.20	64.30	620.30	994.80
(x)	Lagger -					(w)	Tradesperson's Assistant - who from time to time uses a grinding machine	311.70	65.80	621.00	998.50
	first 6 months' experience	310.20	63.40	619.80	993.40	(x)	Lagger -				
	2nd and 3rd six months' experience	311.70	65.40	621.00	998.10		first 6 months' experience	310.20	63.40	619.80	993.40
	4th and 5th six months' experience	315.90	65.60	622.00	1003.50		2nd and 3rd six months' experience	311.70	65.40	621.00	998.10
	thereafter	317.40	66.60	622.90	1006.90		4th and 5th six months' experience	315.90	65.60	622.00	1003.50
(y)	Grinder using portable machine	315.90	65.70	622.20	1003.80		thereafter	317.40	66.60	622.90	1006.90
(z)	Crane Attendant and Dogger	334.70	67.70	628.10	1030.50	(y)	Grinder using portable machine	315.90	65.70	622.20	1003.80
(aa)	Labourer	291.60	62.10	614.30	968.00	(z)	Crane Attendant and Dogger	334.70	67.70	628.10	1030.50
						(aa)	Labourer	291.60	62.10	614.30	968.00
	(2) A certificated rigger, other than a leading hand, who in compliance with the provisions of the regulations made pursuant to the Occupational Safety and Health Act 1984, is responsible for the supervision of other employees shall be deemed to be a leading hand and be paid the additional rate prescribed for a leading hand placed in charge of not less than three (3) and not more than ten (10) other employees.					(ab)	Sheetmetal Employee – First Class	362.80	80.00	647.60	1090.40
...						(ac)	Sheetmetal Employee – Second Class	327.20	66.80	625.90	1019.90
13.4	Construction Allowances					(2)	A certificated rigger, other than a leading hand, who in compliance with the provisions of the regulations made pursuant to the Occupational Safety and Health Act 1984, is responsible for the supervision of other employees shall be deemed to be a leading hand and be paid the additional rate prescribed for a leading hand placed in charge of not less than three (3) and not more than ten (10) other employees.				
	(1) In addition to the appropriate rates of pay prescribed in this clause an employee shall be paid -					...					
	(a) \$55.10 per week if the employee is engaged on the construction of a large industrial undertaking or any large civil engineering project.					13.4	Construction Allowances				

<p>...</p> <p>(b) \$49.60 per week if the employee is engaged on a multi-storeyed building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which such employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.</p> <p>(c) \$29.10 per week if the employee is engaged otherwise on construction work falling within the definition of construction work in Clause 1.6 - Definitions and Classification Structure of PART 1 - GENERAL of this Award.</p> <p>(2) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Commission.</p>	<p>(1) In addition to the appropriate rates of pay prescribed in this clause an employee shall be paid -</p> <p>(a) \$55.10 per week if the employee is engaged on the construction of a large industrial undertaking or any large civil engineering project.</p> <p>(b) \$49.60 per week if the employee is engaged on a multi-storeyed building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which such employee is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.</p> <p>(c) \$29.10 per week if the employee is engaged otherwise on construction work falling within the definition of construction work in Clause 1.6 - Definitions and Classification Structure of PART 1 - GENERAL of this Award.</p> <p>(2) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Commission.</p> <p>...</p> <p><b>Add the following as a new subclause “13.5A” after “13.5”:</b></p> <p>13.5A Air Conditioning and Refrigeration Industry (Construction and Servicing)</p> <p>13.5A.1 This clause applies to employees engaged:</p> <p>(1) in the construction, erection or alteration of any other building, structure or civil engineering project, in the installation of industrial and commercial air conditioning and refrigeration systems but not packaged units; or</p> <p>(2) to service and repair industrial and commercial air conditioning and refrigeration systems other than on the business premises, factory or workshop of the employer.</p> <p>13.5A.2 In addition to the appropriate total wage prescribed in clause 13.2, a leading hand shall be paid:</p> <table> <tr> <td></td><td>\$</td></tr> <tr> <td>(a) If placed in charge of not less than three and not more than 10 other employees</td><td>26.70</td></tr> <tr> <td>(b) If placed in charge of more than 10 and not more than 20 other employees</td><td>40.50</td></tr> <tr> <td>(c) If placed in charge of more than 20 other employees</td><td>52.40</td></tr> </table>		\$	(a) If placed in charge of not less than three and not more than 10 other employees	26.70	(b) If placed in charge of more than 10 and not more than 20 other employees	40.50	(c) If placed in charge of more than 20 other employees	52.40
	\$								
(a) If placed in charge of not less than three and not more than 10 other employees	26.70								
(b) If placed in charge of more than 10 and not more than 20 other employees	40.50								
(c) If placed in charge of more than 20 other employees	52.40								

	<p>13.5A.3 Where an employer does not provide a tradesperson, second-class sheetmetal employee or an apprentice with the tools ordinarily required by them in the performance of their work the employer shall pay a tool allowance of -</p> <p>(1) \$14.70 per week to such tradesperson or second class sheetmetal employee; or</p> <p>(2) \$14.70 per week to an apprentice.</p> <p>Any tool allowance paid pursuant to this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this subclause.</p> <p>13.5A.4 An employer shall provide for the use of tradesperson, second-class sheetmetal employee and apprentice all necessary power tools, special purpose tools and precision measuring instruments.</p> <p>13.5A.5 A tradesperson, second-class sheetmetal employee or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the employee's negligence.</p>
<p>15.2 - ALLOWANCES FOR TRAVELLING AND EMPLOYMENT IN CONSTRUCTION WORK</p> <p>15.2.1 An employee, who on any day is required by the employer to report directly to the job, shall be paid an allowance in accordance with the provisions of this subclause to compensate for travel patterns and costs peculiar to the industry, which includes mobility requirements of employees, and the nature of employment in construction work covered by this Award -</p> <p>(1) On places within a radius of 50 kilometres from the General Post Office, Perth - \$17.25 per day.</p> <p>(2) For each additional kilometre to a radius of 60 kilometres from the General Post Office, Perth – 92 cents per kilometre.</p> <p>(3) Subject to the provisions of 15.2.1(4), work performed at places beyond a 60 kilometre radius from the General Post Office, Perth shall be deemed to be distant work unless the employer and the employees, with the consent of the union, agree in any particular case that the travelling allowance for such work shall be paid under this clause, in which case an additional allowance of 92 cents per kilometre shall be paid for each kilometre in excess of the 60 kilometre radius.</p> <p>(4) In respect of work carried out from an employer's depot situated outside a radius of 60 kilometres from the General Post Office, Perth the main Post Office in the town in which such depot is situated shall be the centre for the purpose of calculating the allowance to be paid.</p> <p>(5) Where transport to and from the job is supplied by the employer from and to the depot or such other place more convenient to the employee as is mutually agreed upon between</p>	<p>15.2 - ALLOWANCES FOR TRAVELLING AND EMPLOYMENT IN CONSTRUCTION WORK</p> <p>15.2.1 An employee, who on any day is required by the employer to report directly to the job, shall be paid an allowance in accordance with the provisions of this subclause to compensate for travel patterns and costs peculiar to the industry, which includes mobility requirements of employees, and the nature of employment in construction work covered by this Award -</p> <p>(1) On places within a radius of 50 kilometres from the General Post Office, Perth - \$21.90 per day.</p> <p>(2) For each additional kilometre to a radius of 60 kilometres from the General Post Office, Perth – 98 cents per kilometre.</p> <p>(3) Subject to the provisions of 15.2.1(4), work performed at places beyond a 60 kilometre radius from the General Post Office, Perth shall be deemed to be distant work unless the employer and the employees, with the consent of the union, agree in any particular case that the travelling allowance for such work shall be paid under this clause, in which case an additional allowance of 98 cents per kilometre shall be paid for each kilometre in excess of the 60 kilometre radius.</p> <p>(4) In respect of work carried out from an employer's depot situated outside a radius of 60 kilometres from the General Post Office, Perth the main Post Office in the town in which such depot is situated shall be the centre for the purpose of calculating the allowance to be paid.</p> <p>(5) Where transport to and from the job is supplied by the employer from and to the depot or such other place more convenient to the employee as is mutually agreed upon between</p>

the employer and the employee, half the above rates shall be paid, provided that the conveyance used for such transport is equipped with suitable seating and weather proof covering.	the employer and the employee, half the above rates shall be paid, provided that the conveyance used for such transport is equipped with suitable seating and weather proof covering.
...	...
15.3 - DISTANT WORK	15.3 - DISTANT WORK
...	...
15.3.6 An employee, to whom the provisions of 15.3.1 apply, shall be paid an allowance of \$35.30 for any weekend that the employee returns home from the job, but only if -	15.3.6 An employee, to whom the provisions of 15.3.1 apply, shall be paid an allowance of \$42.20 for any weekend that the employee returns home from the job, but only if -
(1) The employee advises their employer or the employer's agent of their intention not later than the Tuesday immediately preceding the weekend in which they so return;	(1) The employee advises their employer or the employer's agent of their intention not later than the Tuesday immediately preceding the weekend in which they so return;
(2) The employee is not required for work during that weekend;	(2) The employee is not required for work during that weekend;
(3) The employee returns to the job on the first working day following the weekend; and	(3) The employee returns to the job on the first working day following the weekend; and
(4) The employer does not provide, or offer to provide, suitable transport.	(4) The employer does not provide, or offer to provide, suitable transport.
15.3.7 Where an employee, supplied with board and lodging by the employer, is required to live more than 800 metres from the job the employee shall be provided with suitable transport to and from the job or be paid an allowance of \$15.60 per day, provided that where the time actually spent in travelling either to or from the job exceeds 20 minutes, that excess time shall be paid for at ordinary rates whether or not suitable transport is supplied by the employer.	15.3.7 Where an employee, supplied with board and lodging by the employer, is required to live more than 800 metres from the job the employee shall be provided with suitable transport to and from the job or be paid an allowance of \$18.55 per day, provided that where the time actually spent in travelling either to or from the job exceeds 20 minutes, that excess time shall be paid for at ordinary rates whether or not suitable transport is supplied by the employer.
...	...
<div>SCHEDULE 1</div> <div>AWARDS, INDUSTRIAL AGREEMENTS AND ORDERS REPLACED</div>	<div>SCHEDULE 1</div> <div>AWARDS REPLACED</div>
(1) Awards:	Air Conditioning and Refrigeration Industry (Construction and Servicing) Award No. 10 of 1979
Number Description Extent Replaced	Gate, Fence and Frames Manufacturing Award
1/1954 S.W. Land Division. Wholly.	Sheet Metal Workers’ Award No 10 of 1973
19/1962 Alumina Refinery Construction. Wholly, insofar as it applies to metal trades employees.	Thermal Insulation Contracting Industry Award
10/1963 Apprentices - Alumina Refinery Construction. Wholly, insofar as it applies to metal trades apprentices.	Vehicle Builders’ Award 1971
4/1963 Lagging - Alumina Refinery Construction. Wholly.	
12/1963 Industrial Wholly, insofar as it applies to metal trades employees.	

Construction S.W. Land Division.			
26/1950	Northern and Eastern.	Wholly.	
26/1962	Oil Refinery Extensions Construction.	Wholly, insofar as it applies to metal trades employees.	
28/1960	Ord River.	Wholly.	
216/1962	Board charges - Ord River.	Wholly.	
15/1954	Timber Industry.	Wholly.	
(2)	Industrial Agreements:		
	<u>Number</u>	<u>Description</u>	<u>Extent Replaced</u>
5/1958	Electrical Trades - Dumbleyung Road Board.	Wholly.	
16/1964	Apprentices - Laporte	Wholly, insofar as they apply to metal trades apprentices.	
8/1965	Titanium.		
2/1953	Linesmen - Geraldton Municipal Council.	Wholly.	
5/1965	Apprentices - H.B. Brady Co.	Wholly.	
A reference to any award or industrial agreement in this schedule includes a reference to all amendments or variations of any such award or industrial agreement.			
(3)	<u>Orders:</u>		
	<u>Number</u>	<u>Description</u>	<u>Extent Replaced</u>
C76/1975	Metal Trades (Eneabba)	Wholly.	
C16/1976	Metal Trades (Eneabba)	Wholly insofar as it relates to metal trades employees.	
C232/1975	Metal Trades (James Hardie)	Wholly.	
C156/1975	Metal Trades Kwinana Area (Large	Wholly insofar as it relates to metal trades employees.	
CR89A/1977	Industrial or Civil Engineering		
and	Projects)		
CR399/1977			
C207/1975	Metal Trades (Pinjarra Alumina	Wholly insofar as it relates to metal trades employees.	
C11/1976	Refinery Construction)		
CR89C/1977			
and			
C207A/1975			

C166/1975 and CR89B/1977	Metal and Civil Trades (Mt. Newman Mining Projects, Port Hedland)	Wholly insofar as it relates to metal trades employees.
C234/1975	Metal Trades	Wholly.
C10/1976	Metal Trades (C.B.H.)	Wholly.
C116/1976	Metal Trades (Dardanup	Wholly insofar as it relates to metal trades employees.
C111/1976	Metal Trades (Newman)	Wholly.
C201/1976 & C15 & R35/1977	Metal Trades Swan Brewery (Construction)	Wholly insofar as it relates to metal trades employees.
C261/1976	Metal and Civil Trades (Telfer)	Wholly insofar as it relates to metal trades employees.
CR211/1977 and CR382/1978	Metal Trades (Muja)	Wholly insofar as it relates to metal trades employees.
CR225, CR233 & CR234/77	Metal Trades (Wellington St. Telephone Exchange)	Wholly.
C316/1978 and C169/1977	Metal Trades (46 M.T.P.A. Hamersley Project)	Wholly insofar as it relates to metal trades employees.
CR179/1978	Metal Trades (B.P. - F.C.C.U. Project)	Wholly.

<u><b>APPENDIX 1</b></u>																		
<u><b>OLD CLASSIFICATIONS</b></u>																		
(1)	(a)	The following classification structure provides a reference point for task and craft based work titles prior to award restructuring. The following old classifications "line up" previous wage groups with the new career path levels. This Appendix will subsequently be deleted by agreement between the parties.																
	(b)	<table><tr><td>C6</td><td>A1</td></tr><tr><td>C8</td><td>A</td></tr><tr><td>C9</td><td>B + C</td></tr><tr><td>C10</td><td>D</td></tr><tr><td>C11</td><td>E, F + G</td></tr><tr><td>C12</td><td>H, I, J + K</td></tr><tr><td>C13</td><td>L + M</td></tr><tr><td>C14</td><td>N</td></tr></table>	C6	A1	C8	A	C9	B + C	C10	D	C11	E, F + G	C12	H, I, J + K	C13	L + M	C14	N
C6	A1																	
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<u><b>APPENDIX 1</b></u>																		
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	(b)	<table><tr><td>C5</td><td>AA</td></tr><tr><td>C6</td><td>A1</td></tr><tr><td>C7</td><td>A2</td></tr><tr><td>C8</td><td>A</td></tr><tr><td>C9</td><td>B + C</td></tr><tr><td>C10</td><td>D</td></tr><tr><td>C11</td><td>E, F + G</td></tr><tr><td>C12</td><td>H, I, J + K</td></tr></table>	C5	AA	C6	A1	C7	A2	C8	A	C9	B + C	C10	D	C11	E, F + G	C12	H, I, J + K
C5	AA																	
C6	A1																	
C7	A2																	
C8	A																	
C9	B + C																	
C10	D																	
C11	E, F + G																	
C12	H, I, J + K																	

<p>(2)      <b>Classification and Wage Groups</b>  ... </p>	<div style="text-align: right; margin-bottom: 10px;"> C13      L + M  C14      N </div> <p>(2)      <b>Classification and Wage Groups</b>  ... </p> <p><b>Insert the following new “Classification and Wage Groups” in (2) after “(n)”:</b></p> <div style="margin-left: 40px;"> <p>(o)      <b>Gate, Fence and Frames Manufacturing Section</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 80%;">Machinist (Wire) “A”</td><td style="width: 20%; text-align: right;">H</td></tr> <tr><td>Machinist (Wire) “B”</td><td style="text-align: right;">M</td></tr> <tr><td>Machinist (Wire) Assistant</td><td style="text-align: right;">M</td></tr> <tr><td>Framer “A”</td><td style="text-align: right;">H</td></tr> <tr><td>Framer “B”</td><td style="text-align: right;">M</td></tr> <tr><td>Process Employee</td><td style="text-align: right;">M</td></tr> <tr><td>Wirer</td><td style="text-align: right;">M</td></tr> <tr><td>Welder “A”</td><td style="text-align: right;">D</td></tr> <tr><td>Welder “B”</td><td style="text-align: right;">M</td></tr> <tr><td>Welder “C”</td><td style="text-align: right;">M</td></tr> <tr><td>Painter of Iron Work</td><td style="text-align: right;">M</td></tr> <tr><td>Erector</td><td style="text-align: right;">L</td></tr> <tr><td>Erector’s Assistant</td><td style="text-align: right;">M</td></tr> <tr><td>Tool and Material Storeperson</td><td style="text-align: right;">I</td></tr> <tr><td>Tradesperson</td><td style="text-align: right;">D</td></tr> <tr><td>Mechanical Tradesperson-Special Class</td><td style="text-align: right;">C</td></tr> </table> <p style="margin-top: 10px;">(p)      <b>Vehicle Building Section</b></p> <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 80%;">Advanced Tradesperson/Production Technician Vehicle Building</td><td style="width: 20%; text-align: right;">AA</td></tr> <tr><td>Vehicle Building Tradesperson – Level IV</td><td style="text-align: right;">A2</td></tr> <tr><td>Vehicle Building Tradesperson - Level III</td><td style="text-align: right;">A</td></tr> <tr><td>Vehicle Building Tradesperson - Level II</td><td style="text-align: right;">B</td></tr> <tr><td>Vehicle Building Tradesperson - Level I</td><td style="text-align: right;">D</td></tr> <tr><td>Vehicle Builder - Level IV</td><td style="text-align: right;">F</td></tr> <tr><td>Vehicle Builder - Level III</td><td style="text-align: right;">J</td></tr> <tr><td>Vehicle Builder - Level II</td><td style="text-align: right;">M</td></tr> <tr><td>Vehicle Builder - Level I</td><td style="text-align: right;">N</td></tr> </table> </div>	Machinist (Wire) “A”	H	Machinist (Wire) “B”	M	Machinist (Wire) Assistant	M	Framer “A”	H	Framer “B”	M	Process Employee	M	Wirer	M	Welder “A”	D	Welder “B”	M	Welder “C”	M	Painter of Iron Work	M	Erector	L	Erector’s Assistant	M	Tool and Material Storeperson	I	Tradesperson	D	Mechanical Tradesperson-Special Class	C	Advanced Tradesperson/Production Technician Vehicle Building	AA	Vehicle Building Tradesperson – Level IV	A2	Vehicle Building Tradesperson - Level III	A	Vehicle Building Tradesperson - Level II	B	Vehicle Building Tradesperson - Level I	D	Vehicle Builder - Level IV	F	Vehicle Builder - Level III	J	Vehicle Builder - Level II	M	Vehicle Builder - Level I	N
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<p style="text-align: center;"><u><b>APPENDIX 2</b></u></p> <p style="text-align: center;"><u><b>OLD DEFINITIONS</b></u></p>	<p style="text-align: center;"><u><b>APPENDIX 2</b></u></p> <p style="text-align: center;"><u><b>OLD DEFINITIONS</b></u></p>																																																		



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**Insert the following new definitions under the heading “General Engineering:”, after “Foundry:”:**

**Gate, Fence and Frame Manufacturing:**

**"Erector"** means an employee engaged in erecting hand rails, fencing, gates and enclosures of any description and who is required to set out and align the work properly.

**"Erector's Assistant"** means an employee directly assisting an erector in the erection of hand rails, fencing, gates and enclosures of any description.

**"Framer":**

(a) means an employee required without supervision to both measure and make specific tubular and/or steel products from sketches and to perform all framing operations incidental thereto.

(b) means an employee required under supervision to both measure and make specific tubular and/or steel products from sketches and to perform framing operations incidental thereto.

**"Machinist - (Wire)":**

(a) means an employee who without supervision is required to set up and operate automatic wire working machinery.

(b) means an employee who under supervision is required to set up and operate automatic wire working machinery.

**"Machinist - (Wire) Assistant"** means an employee who assists in the loading and unloading of automatic wire working machinery.

**"Painter of Iron Work"** means an employee (other than coach painter or ship painter) who paints iron work using brush or spray or dip equipment including air, airless or electrostatic equipment.

**"Process Employee"** means an employee who under supervision is required to carry out on single purpose machines repetitive operations in connection with the manufacture of gates, fences and frames.

**"Tool and Material Storeperson"** means an employee responsible for the safe custody of, and the recording of issue and/or return of, tools and consumable materials.

**"Tradesperson"** means an employee who in the course of employment works from drawings or prints, or makes precision measurements or applies general trade experience.

	<p><b>"Wirer"</b> means an employee who is required to attach wire mesh to tubular or steel frames including cutting the mesh to shape and size.</p> <p><b>"Welder A"</b> means an employee using electric arc or petrol or coal gas blow pipe on any work other than that of a B or C class welder as defined.</p> <p><b>"Welder B"</b> means an employee who - (a) uses any of the foregoing types of welding apparatus in filling castings; or (b) welds with the aid of jigs; or (c) operates automatic welding machines for the setting up of which the employee is not responsible; or (d) operates a profile cutting or a straight line cutting machine.</p> <p><b>"Welder C"</b> means an employee who uses any of the foregoing types of welding apparatus in tacking preparatory to the completion of work by any other employee.</p> <p><b>Vehicle Building:</b></p> <p><b>"Vehicle Builder Level I"</b> means an employee who undertakes up to 38 hours induction training which may include information on the enterprise, conditions of employment, introduction to supervisors and fellow employees, training and career path opportunities, plant layout, work and documentation procedures, occupational health and safety, equal employment opportunity and quality control/assurance.</p> <p>An employee at this level performs routine duties essentially of a manual nature and to the level of their training -</p> <ul style="list-style-type: none"> <li>(i) Performs general labouring and cleaning duties.</li> <li>(ii) Exercises minimal judgement.</li> <li>(iii) Works under direct supervision.</li> <li>(iv) May undertake structured training so as to enable them to work at Vehicle Builder - Level II.</li> </ul> <p>Pre 18 June 1990 - General Labourer.</p> <p><b>"Vehicle Builder Level II"</b> means an employee who has completed up to three months' structured training so as to enable the employee to perform work within the scope of this level.</p> <p>At this level an employee performs work above and beyond the skills of an employee at Vehicle Builder - Level I and to the level of their training -</p> <ul style="list-style-type: none"> <li>(i) Works under direct supervision either individually or in a team environment.</li> </ul>
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	<p>(ii) Understands and undertakes basic quality control/assurance procedures including the ability to recognise basic quality deviations and faults.</p> <p>(iii) Understands and utilises basic statistical process control procedures.</p> <p>Indicative of the tasks which an employee at this level may perform are the following -</p> <p>Repetitive work on automatic, semi-automatic or single purpose machines or equipment.</p> <p>Assembles components using basic written, spoken and/or diagrammatic instructions in an assembly environment.</p> <p>Basic soldering or butt and spot welding skills or cutting scrap with oxy-acetylene blow pipe.</p> <p>Uses selected hand tools.</p> <p>Basic maintenance of equipment and cleanliness of work area.</p> <p>Maintains simple records.</p> <p>Uses hand trolleys and pallet trucks.</p> <p>Assists in the provision of on-the-job training in conjunction with tradespersons and supervisor/trainers.</p> <p>Performs basic store functions.</p> <p>Operation of mobile equipment including forklifts, hand trolleys, pallet trucks, overhead cranes and winch operation.</p> <p>Pre 18 June 1990 - Counterhand, Painter's Labourer, 4th Class Welder, Assembler.</p> <p><b>“Vehicle Builder Level III”</b> means an employee who has completed a Vehicle Building Certificate I or equivalent training to enable the employee to perform work within the scope of this level.</p> <p>At this level an employee performs work above and beyond the skills of an employee at Vehicle Builder Level II and to the level of their training -</p> <p>(i) Is responsible for the quality of their own work subject to routine supervision.</p> <p>(ii) Works under routine supervision either individually or in a team environment.</p>
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	<p>(iii) Exercises discretion within their level of skills and training.</p> <p>Indicative of the tasks which an employee at this level may perform are the following -</p> <p>Operates flexibly between assembly stations.</p> <p>Operates machinery and equipment which requires exercising skills and knowledge beyond that of an employee at Vehicle Builder Level II.</p> <p>Non-trade engineering skills.</p> <p>Basic tracing and sketching skills.</p> <p>Receiving, despatching, distributing, sorting, checking, packing (other than repetitive packing in a standard container or containers in which such goods are ordinarily sold), documenting and recording of goods, materials and components.</p> <p>Basic inventory control in the context of a production process.</p> <p>Basic keyboard skills.</p> <p>Ability to measure accurately.</p> <p>Assists one or more tradespersons.</p> <p>Welding which requires use of an electric spot or butt welding machine or cutting scrap or tack welding.</p> <p>Pre 18 June 1990 - Delivery Person, Storeperson, Third Class Welder, Sectional Trimmer, Panel Fixer, Fibreglass Hand Laminator.</p> <p><b>“Vehicle Builder Level IV”</b> means an employee who has completed a Vehicle Building Certificate II or equivalent training so as to enable the employee to perform work within the scope of this level.</p> <p>An employee at this level performs work above and beyond the skills of an employee at Vehicle Builder Level III and to the level of their training -</p> <p>(i) Works from complex instructions and procedures.</p> <p>(ii) Assists in the provision of on-the-job training to a limited degree.</p>
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	<p>(iii) Co-ordinates work in a team environment or works individually under general supervision.</p> <p>(iv) Is responsible for assuring the quality of their own work.</p> <p>Indicative of the tasks which an employee at this level may perform are the following -</p> <p>Use of precision measuring instruments.</p> <p>Machine setting, loading and operation.</p> <p>Responsibility for the operation and co-ordination of a store.</p> <p>Intermediate keyboard skills.</p> <p>Basic engineering and fault finding skills.</p> <p>Basic quality checks on the work of others.</p> <p>Knowledge of the employer's operations as it relates to production processes.</p> <p>Pre 18 June 1990 - Second Class Welder, Metal Finisher, Fibreglass Gun Operator and Mould Preparator.</p> <p><b>“Vehicle Building Tradesperson Level I”</b> means an employee who holds a Trade Certificate or Tradesperson's Rights Certificate as a -</p> <p>Springmaker, fitter, electrician, body builder, panel beater, first class welder, painter, spray painter, trimmer, signwriter, fitter and turner or auto electrician</p> <p>and is able to exercise the skills and knowledge of that trade.</p> <p>A Vehicle Building Tradesperson - Level I works above and beyond an employee at Vehicle Builder - Level IV and to the level of their training -</p> <p>(i) Understands and applies quality control techniques.</p> <p>(ii) Performs basic draughting and planning skills.</p> <p>(iii) Exercises good interpersonal and communications skills.</p> <p>(iv) Provides trade guidance and assistance.</p>
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	<ul style="list-style-type: none"> <li>(v) Exercises keyboard skills at a level higher than Vehicle Builder Level II.</li> <li>(vi) Exercises discretion within the scope of this grade.</li> <li>(vii) Performs work under limited supervision either individually or in a team environment.</li> <li>(viii) Operates all lifting equipment incidental to their work.</li> <li>(ix) Performs non-trade tasks incidental to their work.</li> <li>(x) Performs work which while primarily involving the skills of the employee's trade is incidental or peripheral to the primary task and facilitates the completion of the whole task. Such incidental or peripheral work would not require additional formal technical training.</li> <li>(xi) Performs painting, trimming, signwriting, panel beating, fibreglassing or electrical work.</li> </ul> <p><b>“Vehicle Building Tradesperson Level II”</b> means a Vehicle Building Tradesperson - Level I who has completed the following training requirements -</p> <p>33% of the modules towards an appropriate Post Trade Certificate; or</p> <p>x percentage of modules towards an Advanced Certificate; or</p> <p>y percentage of modules towards an Associate Diploma,</p> <p>A Vehicle Building Tradesperson - Level II works above and beyond a Tradesperson at Vehicle Building Tradesperson - Level I and to the level of his/her training -</p> <ul style="list-style-type: none"> <li>(i) Exercises the skills attained through satisfactory completion of the training for this classification, subject to prescribed standards.</li> <li>(ii) Exercises discretion within the scope of this grade.</li> <li>(iii) Works under general supervision, either individually or in a team environment.</li> <li>(iv) Understands and implements quality control techniques.</li> <li>(v) Provides trade guidance and assistance as part of a work team.</li> <li>(vi) Exercises trade skills relevant to specific requirements of the enterprise at a level higher than Vehicle Building Tradesperson - Level I.</li> </ul>
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	<p>Tasks which an employee at this level may perform are subject to the employee having the appropriate Trade and Post Trade Training to enable such particular tasks to be performed.</p> <p><b>“Vehicle Building Tradesperson Level III”</b> means a Vehicle Builder - Level II who has completed the following training requirements -</p> <p>66% of the modules towards an appropriate Post Trade Certificate; or</p> <p>x percentage of modules towards an Advanced Certificate; or</p> <p>y percentage of modules towards an Associate Diploma.</p> <p>A Special Class Vehicle Builder Tradesperson - Level I works above and beyond a Vehicle Builder Tradesperson - Level II and to the level of their training -</p> <ul style="list-style-type: none"><li>(i) Exercises the skills attained through satisfactory completion of the training prescribed for this classification.</li><li>(ii) Provides trade guidance and assistance as part of a work team.</li><li>(iii) Assists in the provision of training in conjunction with supervisors and trainers.</li><li>(iv) Understands and implements quality control techniques.</li><li>(v) Works under minimal supervision, either individually or in a team environment.</li></ul> <p>The following tasks are indicative of what an employee at this level may perform, subject to the employee having the appropriate Trade and Post Trade Training to enable the particular tasks to be performed -</p> <p>Exercises high precision trade skills using various materials and/or specialised techniques.</p> <p>Performs operations on a CAD/CAM terminal in the performance of routine modifications to NC/CNC programmes.</p> <p>Works on complex machinery and equipment which utilises hydraulic and/or pneumatic principles and in the course of such work, is required to read and</p>
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	<p>understand hydraulic and pneumatic circuitry which controls fluid power systems; or</p> <p>Works on complex or intricate electrical interconnected low voltage circuits.</p> <p><b>“Vehicle Building Tradesperson Level IV”</b> means an Advanced Vehicle Builder who has completed the following training requirements -</p> <p>an appropriate Post Trade Certificate; or</p> <p>x percentage of modules towards an Advanced Certificate; or</p> <p>y percentage of modules towards an Associate Diploma.</p> <p>An Advanced Vehicle Builder works above and beyond a Special Class Vehicle Builder and to the level of their training -</p> <ul style="list-style-type: none"> <li>(i) Exercises the skills attained through satisfactory completion of the training prescribed for this classification, subject to the standards prescribed by the Implementation Manual.</li> <li>(ii) Is able to provide trade guidance and assistance as part of a work team.</li> <li>(iii) Provides training in conjunction with supervisors and trainers.</li> <li>(iv) Understands and implements quality control techniques.</li> <li>(v) Works under minimal supervision, either individually or in a team environment.</li> </ul> <p>The following tasks are indicative of what an employee at this level may perform, subject to the employee having the appropriate Trade and Post Trade Training to enable the particular tasks to be performed -</p> <p>Works on machines or equipment which utilise complex mechanical, hydraulic and/or pneumatic low voltage circuitry and controls, or a combination thereof.</p> <p>Works on machinery or equipment which utilises complex electrical/electronic circuitry and controls.</p> <p>Works on instruments which make up a complex control system which utilises some combination of electrical, electronic, mechanical or fluid power principles.</p>
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	<p>Applies advanced computer numerical control techniques in machining or cutting or welding or fabrication.</p> <p><b>“Advanced Tradesperson/Production Technician - Vehicle Building”</b> means a Vehicle Building Tradesperson - Level IV who has completed –</p> <p>An Advanced Certificate; or</p> <p>Y modules of an Associate Diploma.</p> <p>An Advanced Tradesperson/Production Technician works above and beyond a Vehicle Building Tradesperson - Level IV and to the level of his/her training -</p> <ul style="list-style-type: none"> <li>(i) Provides technical guidance or advice within the scope of this level;</li> <li>(ii) Prepares reports of a technical nature on specific tasks or assignments as directed or within the scope of discretion at this level;</li> <li>(iii) Has an overall knowledge and understanding of the operating principle of the systems and equipment on which the tradesperson is required to carry out their task;</li> <li>(iv) Assists in the provision of on the job training in conjunction with supervisors and trainers.</li> </ul> <p>The following are indicative of tasks which an employee at this level may perform subject to the employee having the appropriate Trade and Post Trade Training to enable the particular tasks to be performed -</p> <p>Through a systems approach is able to exercise high level diagnostic skills on complex forms of machinery, equipment and instruments which utilise some combination of electrical, electronic, mechanical or fluid power principles.</p> <p>Sets up, commissions, maintains and operates sophisticated maintenance, production and test equipment and/or systems involving the application of computer operating skills at a higher level than Vehicle Building Tradesperson Level IV.</p> <p>Works on various forms of machinery and equipment electronically controlled by complex digital and/or analogue control systems using integrated circuitry.</p> <p>Works on complex electronics or instruments or communications equipment or control systems which utilise electronic principles and electronic circuitry containing complex analogue and/or digital control systems using integrated circuitry.</p>
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