

5:14 pm

S. Baetan
Registrar

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Aboriginal Communities and Organisations Western Australian Interim	Level 1 (First year to Fourth year of Service)	\$866.20	\$17.10	1.97%
	Level 1 (Fifth year of Service)	\$872.50	\$10.80	1.24%
Aboriginal Medical Service Employees' Award	No adult rates below or equivalent to C13			
Aerated Water and Cordial Manufacturing Industry	No adult rates below or equivalent to C13			
Aged and Disabled Persons Hostels	No adult rates below or equivalent to C13			
Air Conditioning and Refrigeration Industry (Construction and Servicing)	No adult rates below or equivalent to C13			
Ambulance Service Employees'	No adult rates below or equivalent to C13			
Animal Welfare Industry	Introductory (not exceeding 3 months)	\$863.40	\$19.90	2.3%
Artworkers	No adult rates below or equivalent to C13			
Australian Workers Union Road Maintenance, Marking and Traffic Management	No adult rates below or equivalent to C13			
Auxiliary Staff Residential Colleges (Government)	No adult rates below or equivalent to C13			
AWU National Training Wage (Agriculture)	No adult rates			
Bag, Sack and Textile	Bag and sack repairing machinist	\$880.30	\$3.00	0.34%

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
	Labourers in bag and sack repairing sections	\$870.60	\$12.70	1.46%
	Bag-making machinist	\$876.50	\$6.80	0.78%
	Manufacture and/or repair of canvas goods of all description covered by this award including plastic substitutes for canvas (first six months of employment on such work)	\$880.50	\$2.80	0.32%
	Sewing machinist, cutter or repairer of canvas (first six months of employment on such work)	\$880.50	\$2.80	0.32%
	Sewing machinist (bag) (first six months of employment on such work)	\$880.50	\$2.80	0.32%
Bakers' (Country)	No adult rates below or equivalent to C13			
Bakers' (Metropolitan)	Bakers' Assistant	\$870.60	\$12.70	1.46%
Bespoke Bootmakers' and Repairers'	Surgical bootmaker, bespoke bootmaker, boot repairer	\$863.40 ¹	\$19.90	2.3%
Breadcarters (Country)	No adult rates below or equivalent to C13			
Breadcarters' (Metropolitan)	No adult rates below or equivalent to C13			
Brick Manufacturing	Front end loaders (35 b.h.p.)	\$883.00	\$0.30	0.03%
	All others not listed in classifications and Trainees during their first two months' of service	\$863.40	\$19.90	2.3%

¹ As this award is a 40 hour a week award, the listed award rates are higher. The figures in the table have been provided for a 38 hour week for comparison purposes.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Brushmakers'	Semi-automatic Boring and Filling Machinist, Boring machinist on filling machines, broom and brush press operator, mop press operator, mixing machine operator, branding machinist	\$882.50	\$0.80	0.09%
	Trimming machinist and all others (not listed in classifications)	\$871.30	\$12.00	1.38%
Building and Engineering Trades (Nickel Mining and Processing) ²	Kambalda and Leinster Nickel Operations - Engineering and Electrical Employees EEG2 Windarra Nickel Project - Engineering and Electrical Employees EEG1 and EEG2	\$863.40	\$19.90	2.30%
	Kambalda and Leinster Nickel Operations - Building Employees BEG3 Windarra Nickel Project - Engineering and Electrical Employees EEG3 and Building Employees BEG3	\$865.20	\$18.10	2.09%
	Kambalda and Leinster Nickel Operations - Engineering and Electrical Employees EEG3	\$875.70	\$7.60	0.87%
	Kambalda and Leinster Nickel Operations - Building Employees BEG4 Windarra Nickel Project - Building Employees BEG4	\$880.60	\$2.70	0.31%
	Windarra Nickel Project - Engineering Employees EEG4	\$881.00	\$2.30	0.26%
Building Trades (Construction)	No adult rates below or equivalent to C13			
Building Trades (Government)	No adult rates below or equivalent to C13			
Building Trades	Joiner – Assembler B	\$869.60 ³	\$13.70	1.58%

² Ibid.

³ CI 10(2) Special payment of \$40.78 'shall be regarded as part of the "total rate" for all purposes'.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
	Bricklayer's labourer, plasterer's labourer, assistant powder monkey, assistant rigger, demolition worker (after three months' experience), gear hand, pile driver, tackle hand, jackhammer hand, mixer driver (concrete), steel erector, aluminium alloy structural erector, gantry hand or crane hand, crane chaser, concrete gang including concrete floater, steel or bar bender to pattern or plan, concrete formwork stripper, concrete pump hose hand	\$873.00	\$10.30	1.18%
	Builder's labourers employed on work other than specified in classifications (i) to (x)	\$863.40	\$19.90	2.3%
Case and Box Makers'	Band 1	\$863.40	\$19.90	2.3%
	Band 2	\$863.40	\$19.90	2.3%
	Band 3	\$874.40	\$8.90	1.02%
Catering Employees and Tea Attendants (Government)	No adult rates below or equivalent to C13			
Child Care (Lady Gowrie Child Centre)	No adult rates below or equivalent to C13			
Child Care (Out of School Care – Playleaders)	No adult rates below or equivalent to C13			
Child Care (Subsidised Centres)	No adult rates below or equivalent to C13			
Children's Services (Government)	No adult rates below or equivalent to C13			
Children's Services (Private)	No adult rates below or equivalent to C13			

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Children's Services Consent	No adult rates below or equivalent to C13			
Civil Service Association Western Australia Police Auxiliary Officers'	No adult rates below or equivalent to C13			
Cleaners and Caretakers (Car and Caravan Parks)	Cleaner	\$881.50	\$1.80	0.2%
	Watchman	\$878.80	\$4.50	0.51%
	Parking attendant	\$876.10	\$7.20	0.82%
Cleaners and Caretakers (Government)	No adult rates below or equivalent to C13			
Cleaners and Caretakers Award	Attendant	\$870.90	\$12.40	1.42%
	Lift Attendant	\$876.10	\$7.20	0.82%
	Security Guard	\$878.80	\$4.50	0.51%
	Rest Room/Toilet Attendant	\$879.40	\$3.90	0.44%
	Security Guard / Cleaner	\$880.00	\$3.30	0.37%
	Cleaner	\$881.50	\$1.80	0.20%
Clerks' (Accountants' Employees)	No adult rates below or equivalent to C13			
Clerks (Bailiffs' Employees)	No adult rates below or equivalent to C13			
Clerks (Commercial, Social and Professional Services)	No adult rates below or equivalent to C13			
Clerks' (Customs and/or Shipping and/or Forwarding Agents)	No adult rates below or equivalent to C13			

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Clerks' (Grain Handling)	No adult rates below or equivalent to C13			
Clerks' (Hotels, Motels and Clubs)	No adult rates below or equivalent to C13			
Clerks (Racing Industry – Betting)	No adult rates below or equivalent to C13			
Clerks (Timber)	No adult rates below or equivalent to C13			
Clerks (Unions and Labor Movement)	No adult rates below or equivalent to C13			
Clerks' (Wholesale & Retail Establishments)	No adult rates below or equivalent to C13			
Clothing Trades	Trainee	\$863.40	\$19.90	2.3%
Club Workers'	Introductory	\$863.40	\$19.90	2.3%
	Level 1	\$883.25 ⁴	\$0.05	0.006%
Commercial Travellers and Sales Representatives'	Probationary Commercial Traveller/Sales Representative	\$831.20 ⁵	\$52.10	6.27%
	Probationary Country Traveller/ Sales Representative	\$868.60 ⁶	\$14.70	1.69%
Community Colleges	No adult rates below or equivalent to C13			
Community Welfare Department Hostels	No adult rates below or equivalent to C13			

⁴ It is assumed this figure was benchmarked against the C13 rate. However, as rates in this award are expressed in fortnightly terms, when they are converted to weekly amounts there is a slight discrepancy due to rounding.

⁵ This rate is below SMW. The rate is probationary and is set at 85% of the relevant full adult rate.

⁶ This rate is probationary and is set at 85% of the relevant full adult rate.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Contract Cleaners' (Ministry of Education)	No adult rates below or equivalent to C13			
Contract Cleaners	No adult rates below or equivalent to C13			
Crisis Assistance, Supporting Housing Industry	No adult rates below or equivalent to C13			
Cultural Centre	No adult rates below or equivalent to C13			
Dairy Factory Workers'	Dairy Productor Worker – Grade I	\$863.40	\$19.90	2.3%
Dampier Port Authority Port Officers	No adult rates below or equivalent to C13			
Deckhands (Passenger Ferries, Launches and Barges)	No adult rates below or equivalent to C13			
Dental Technicians' and Attendant/Receptionists'	Laboratory assistant	\$864.55	\$18.75	2.17%
	Dental Attendants and/or Receptionist	\$864.55	\$18.75	2.17%
	Dental Assistants	\$873.15	\$10.15	1.16%
	Senior Dental Attendant and/or Receptionist	\$874.60	\$8.70	0.99%
	Senior Dental Assistant	\$883.25 ⁷	\$0.05	0.01%
Department of Communities (CSA Family Resource Workers, Welfare Assistants and Parent Helpers)	No adult rates below or equivalent to C13			

⁷ It is assumed this figure was benchmarked against the C13 rate. However, as rates in this award are expressed in fortnightly terms, when they are converted to weekly amounts there is a slight discrepancy due to rounding.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Department of Education (Residential College Supervisors)	No adult rates below or equivalent to C13			
Department of Education (School Support Officers)	No adult rates below or equivalent to C13			
Draughtsmen's, Tracers', Planners' and Technical Officers'	Adult tracer (first year of experience)	\$870.90	\$12.40	1.42%
Dried Vine Fruits Industry	All adults engaged in production	\$863.40 ⁸	\$19.90	2.3%
Drum Reclaiming	Chiming, shaping, internal lacquering, rumbling, cleaning, classifying and drum inspecting, stencilling with a spray gun, spray painting	\$882.80	\$0.50	0.06%
	Yard hands	\$870.60	\$12.70	1.46%
Dry Cleaning and Laundry	All other adult employers (not listed in one of the classifications)	\$865.40	\$17.90	2.07%
	Laundry Employee - Grade 1	\$873.30	\$10.00	1.15%
	Laundry Employee - Grade 2	\$881.40	\$1.90	0.22%
Earth Moving and Construction	Engine driver operating winch from pile driving rig net on pile driving	\$876.60	\$6.70	0.76%
	All other stationary steam engine drivers whose work requires third class certificate	\$870.90	\$12.40	1.42%

⁸ As this award is a 40 hour a week award, the listed award rates are higher. The figures in the table have been provided for a 38 hour week for comparison purposes.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
	Drivers of internal combustion engines if under 250 b.h.p.	\$881.40	\$1.90	0.22%
	Locomotive fireman	\$870.30	\$13.00	1.49%
	Boiler attendant attending one boiler	\$863.40	\$19.90	2.3%
	Boiler attendant attending two boilers	\$868.10	\$15.20	1.75%
	Driver of steam crane	\$878.60	\$4.70	0.53%
	Compressor driver over 30 h.p.	\$863.80	\$19.50	2.26%
Egg Processing	Level F2	\$872.90	\$10.40	1.19%
	Level F1	\$863.40	\$19.90	2.3%
Electorate Officers	No adult rates below or equivalent to C13			
Electrical Contracting Industry	No adult rates below or equivalent to C13			
Electrical Trades (Security Alarms Industry)	No adult rates below or equivalent to C13			
Electronics Industry	Assembler	\$870.60	\$12.70	1.46%
	Trainee Installer (Part I. – General)	\$863.40	\$19.90	2.3%
	Trainee Installer (Part II. – Construction Work)	\$876.70	\$6.60	0.75%
Engine Drivers' (Building and Steel Construction)	No adult rates below or equivalent to C13			
	Turbine Driver	\$864.10	\$19.20	2.22%

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Engine Drivers' (General) ⁹	Steam engine drivers, internal combustion engine drivers, greaser or oiler, fireperson, trimmer, overhead electric crane drive who requires a certificate under the Inspection of Machinery Act, mobile crane driver – lifting capacity up to 10 tonnes, tractors – while using up to 70 kW brake power	\$863.0	\$19.90	2.3%
	Scotch Derrick crane driver	\$866.40	\$16.90	1.95%
	Mobile crane driver – lifting capacity over 10 tonnes but not exceeding 20 tonnes	\$872.70	\$10.60	1.21%
	Excavator driver (up to 0.5 cubic metres), tractors – over 70kW brake power to 110kW brake power, Grader self propelled under 35kW brake power	\$872.90	\$10.40	1.19%
	Excavator driver – over 0.5 cubic metres and up to 2.25 cubic metres, tractors – over 110 kW brake power, Self propelled grader – 35 to 70 kW brake power inclusive	\$878.40	\$4.90	0.56%
Engine Drivers' (Gold Mining) Consolidated ¹⁰	All classifications	\$863.40	\$19.90	2.3%
Engine Drivers' (Nickel Mining) ¹¹	All classifications	\$863.40	\$19.90	2.3%

⁹ Ibid.

¹⁰ Ibid.

¹¹ Ibid.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Engine Drivers' Minerals Production (Salt) Industry ¹²¹³	All classifications	\$863.40	\$19.90	2.3%
Engineering Trades (Government)	C14 Engineering Employee – Level I	\$880.70	\$2.60	0.3%
	Engineering Employee – Level 1 ¹⁴	\$883.00	\$0.30	0.03%
Enrolled Nurses and Nursing Assistants (Government)	No adult rates below or equivalent to C13			
Enrolled Nurses and Nursing Assistants (Private)	Trainee Enrolled Nurse – First 2 years of training	\$863.40	\$19.90	2.3%
Family Day Care Co-Ordinators' and Assistants'	No adult rates below or equivalent to C13			
Farm Employees	Farm Hand (a) – (d)	\$863.40	\$19.90	2.3%
Fast Food Outlets ¹⁵	No adult rates below or equivalent to C13			
Fire Brigade Employees (Workshops)	No adult rates below or equivalent to C13			

¹² Ibid.

¹³ This award has a supplementary payment, which is NOT included as a part of the calculation for the total wage rate. If it IS included when considering whether wages are below C13, most rates are still below C13, but the amount each rate is below C13 varies as, unlike total wages, the supplementary payment rates are not consistent across all classifications.

¹⁴ Fifth Schedule – Building Management Authority Wages and Conditions.

¹⁵ 40 hour award.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Fire Brigade Employees ¹⁶	Trainee firefighter	\$863.40 ¹⁷	\$19.90	2.3%
	3 rd class firefighter	\$876.70	\$6.60	0.75%
Food Industry (Food Manufacturing or Processing)	Level 1	\$863.40	\$19.90	2.3%
	Level 1A	\$873.30	\$10.00	1.15%
Foremen (Building Trades)	No adult rates below or equivalent to C13			
Fruit and Produce Market Employees	All classifications	\$863.40 ¹⁸	\$19.90	2.3%
Fruit Growing and Fruit Packing Industry	Trainee Packer & Trainee Sorter, Competent Packer (as defined) & Sorter, Shed Hand, Orchard Hand (General), Orchard Hand (Machine Operator)	\$863.40 ¹⁹	\$19.90	2.3%
Funeral Directors' Assistants'	No adult rates below or equivalent to C13			
Furniture Trades Industry	Group 1	\$863.40	\$19.90	2.3%
Gardeners (Government)	No adult rates below or equivalent to C13			
	Machinist (Wire) B	\$879.90	\$3.40	0.39%

¹⁶ As this award is a 42 hour a week award, the listed award rates are higher. The figures in the table have been provided for a 38 hour week for comparison purposes. There is also provision in this award to work a 38 hour week, it is unclear what the rates of pay are for those employees as it is not explicitly considered by the award.

¹⁷ This is the State Minimum Wage as the published wage rate in the award is less than the State Minimum Wage.

¹⁸ As this award is a 40 hour a week award, the listed award rates are higher. The figures in the table have been provided for a 38 hour week for comparison purposes.

¹⁹ As this award is a 40 hour a week award, the listed award rates are higher. The figures in the table have been provided for a 38 hour week for comparison purposes.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Gate, Fence and Frames Manufacturing	Machinist (Wire) Assistant	\$871.00	\$12.30	1.41%
	Framer B, process employee, wirer, erector's assistant	\$866.30	\$17.00	1.96%
	Welder B, erector	\$874.50	\$8.80	1.01%
	Welder C	\$868.20	\$15.10	1.74%
	Painter of iron work	\$878.30	\$5.00	0.57%
Golf Link and Bowling Green Employees'	Trainee	\$863.40 ²⁰	\$19.90	2.3%
	Groundsperson Grade 1	\$865.45	\$17.85	2.06%
	Groundsperson Grade 2	\$869.85	\$13.45	1.55%
Government Officers (Insurance Commission of Western Australia)	No adult rates below or equivalent to C13			
Government Officers (Social Trainers)	No adult rates below or equivalent to C13			
Government Officers Salaries, Allowance and Conditions	No adult rates below or equivalent to C13			
Hairdressers Award	No adult rates below or equivalent to C13			
Health Attendants	Health attendant	\$877.10	\$6.20	0.71%

²⁰ This is the State Minimum Wage as the published wage rate in the award is slightly less than the State Minimum Wage. It is assumed this figure was benchmarked against the C14 rate at one point in time. However, as rates in this award are expressed in fortnightly terms, when they are converted to weekly amounts there is a slight discrepancy due to rounding.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Health Workers – Community and Child Health Services	No adult rates below or equivalent to C13			
Horticultural (Nursery) Industry	Trainee, horticultural employee grade 1	\$863.40	\$19.90	2.3%
	Horticultural employee grade 2	\$867.70	\$15.60	1.80%
Hospital Salaried Officers (Dental Therapists)	No adult rates below or equivalent to C13			
Hospital Salaried Officers (Nursing Homes)	No adult rates below or equivalent to C13			
Hospital Salaried Officers (Private Hospitals)	No adult rates below or equivalent to C13			
Hospital Workers (Cleaning Contractors – Private Hospitals)	No adult rates below or equivalent to C13			
Hospital Workers (Government)	No adult rates below or equivalent to C13			
Hospital Workers' (N'Gala)	No adult rates below or equivalent to C13			
Hotel and Tavern Workers'	Introductory	\$863.40	\$19.90	2.3%
	Level 1	\$883.25 ²¹	\$0.05	0.01%
Independent Schools (Boarding House) Supervisory Staff	No adult rates below or equivalent to C13			

²¹ It is assumed this figure was benchmarked against the C13 rate. However, as rates in this award are expressed in fortnightly terms, when they are converted to weekly amounts there is a slight discrepancy due to rounding.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Independent Schools Administrative and Technical Officers ²²	No adult rates below or equivalent to C13			
Independent Schools Psychologists and Social Workers	No adult rates below or equivalent to C13			
Independent Schools' Teachers'	No adult rates below or equivalent to C13			
Industrial Spraypainting and Sandblasting	No adult rates below or equivalent to C13			
Iron Ore Production & Processing (Locomotive Drivers Rio Tinto Railway) ²³	No adult rates below or equivalent to C13			
Iron Ore Production & Processing (Locomotive Drivers) ²⁴	No adult rates below or equivalent to C13			
Juvenile Custodial Officers'	No adult rates below or equivalent to C13			
Landscape Gardening Industry	Landscape Employee Grade 1	\$863.40	\$19.90	2.3%
Laundry Workers'	Laundry Employee Grade 1 – (intro rate first 6 months)	\$873.30	\$10.00	1.15%
Licensed Establishments (Retail and Wholesale)	No adult rates below or equivalent to C13			
Local Government Officers'	No adult rates below or equivalent to C13			

²² 37.5 hour award.

²³ 42, 48 or 56 hour award.

²⁴ 42, 46 or 48 hour award.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Marine Stores	General hand, sorter, packer, washer of bottles, cutter of cloth	\$863.40	\$19.90	2.3%
Masters, Mates and Engineers Passenger Ferries ²⁵	No adult rates below or equivalent to C13			
Meat Industry (State)	PW - LEVEL 1	\$863.40 ²⁶	\$19.90	2.3%
	PW - LEVEL 2	\$869.60	\$13.70	1.58%
Mental Health Nurses' Consolidated	(a) Mental Health Nurse (i) Student nurse adult 1 st and 2 nd year of training	\$863.40	\$19.90	2.3%
	(e) Enrolled Mental Health Nurse (i) Student Enrolled Mental Health Nurse Adult Student	\$863.40	\$19.90	2.3%
Metal Trades (General)	Engineering/Production Employee – Level I (C14)	\$863.40	\$19.90	2.3%
Mineral Sands Industry	No adult rates below or equivalent to C13			
Miscellaneous Workers' (Activ Foundation)	No adult rates below or equivalent to C13			
Monumental Masonry Industry	Monumental Employee Grades 1 & 2	\$863.40	\$19.90	2.3%
Motel, Hostel, Service Flats and Boarding House Workers'	Introductory	\$863.40	\$19.90	2.3%
	Level 1	\$883.25 ²⁷	\$0.05	0.01%

²⁵ 45 hour award.

²⁶ Introductory training rate for no more than 3 months.

²⁷ It is assumed this figure was benchmarked against the C13 rate. However, as rates in this award are expressed in fortnightly terms, when they are converted to weekly amounts there is a slight discrepancy due to rounding.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Motor Vehicle (Service Station, Sales Establishments, Rust Prevention and Paint Protection) Industry	Motor Vehicle Industry Employee Level 1	\$863.40	\$19.90	2.3%
Municipal Employees	Level 1 (up to 38 hours)	\$863.40 ²⁸	\$19.90	2.3%
	Level 1 Above 38 hours	\$863.40 ²⁹	\$19.90	2.3%
Musicians' General (State)	No adult rates below or equivalent to C13			
Nurses' (Aboriginal Medical Services)	No adult rates below or equivalent to C13			
Nurses' (ANF – RFDS Western Operations)	No adult rates below or equivalent to C13			
Nurses (Child Care Centres)	Registered Mothercraft Nurse – First 2 years of experience	\$863.40	\$19.90	2.3%
Nurses' (Day Care Centres) ³⁰	Registered general nurse (1 st year), Registered Mothercraft Nurse (1 st and 2 nd year)	\$863.40	\$19.90	2.3%
	Registered general nurse (2 nd year)	\$864.50	\$18.80	2.17%
Nurses (Dentists Surgeries)	No adult rates below or equivalent to C13			
Nurses (Doctors Surgeries)	No adult rates below or equivalent to C13			

²⁸ This is the State Minimum Wage as the published wage rate in the award is less than the State Minimum Wage.

²⁹ Ibid.

³⁰ 40 hour award.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Nurses' (Independent Schools)	No adult rates below or equivalent to C13			
Nurses' (Private Hospitals)	No adult rates below or equivalent to C13			
Optical Mechanics'	Optical Employee (first 3 months of experience)	\$863.40	\$19.90	2.3%
Parliamentary Employees	No adult rates below or equivalent to C13			
Particle Board Employees'	Grades 1, 2 & 3	\$863.40	\$19.90	2.3%
	Grade 4	\$881.50	\$1.50	0.17%
Particle Board Industry ³¹	Grade 1	\$863.40 ³²	\$19.90	2.3%
	Grade 2	\$869.30	\$14.00	1.61%
	Driver of motor vehicles not exceeding 25 cwt capacity	\$870.20	\$13.10	1.51%
	Driver of motor vehicles exceeding 25 cwt but under 3 tons	\$873.70	\$9.60	1.1%
	Driver of motor vehicles exceeding 3 tons but under 6 tons	\$878.80	\$4.50	0.51%
	Driver of motor vehicles exceeding 6 tons but under 7 tons	\$879.60	\$3.70	0.42%
	Driver of motor vehicles exceeding 7 tons but under 8 tons	\$881.90	\$1.40	0.15%

³¹ This award provides for a supplementary payment of \$39.90 per week for all adult employees. If this payment is included when determining total pay, then all rates are above C13.

³² This is the State Minimum Wage as the published wage rate in the award is less than the State Minimum Wage.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
	Driver of motor vehicles exceeding 8 tons but under 9 tons	\$882.40	\$0.90	0.11%
	Driver of motor vehicles exceeding 9 tons but 10 tons	\$883.20	\$0.10	0.01%
	Tow motor operator	\$863.80	\$19.50	2.26%
	Driver of logging tractor	\$870.10	\$13.20	1.52%
	Crane or fork lift assistant	\$863.40 ³³	\$19.90	2.3%
Pastrycooks'	Assistant	\$868.40	\$14.90	1.72%
Performers Live	Supernumeraries engaged by the week	\$863.40 ³⁴	\$19.90	2.3%
Pest Control Industry	No adult rates below C13			
Photographic Industry	Section A/B all others (first 3 months)	\$863.40	\$19.90	2.3%
	Section A/B all others (after 3 months)	\$878.80	\$4.50	0.51%
	Section B (c)	\$882.00	\$1.30	0.15%
Pipe, Tile and Pottery Manufacturing Industry	Taker off pipes (fully automatic), taker off tiles, gang tile drawer (Caversham), burnt ware sorter (pipe tester), hand colour sprayer, ridge maker	\$879.70	\$3.60	0.41%
	Plant attendant oiler, pipe drawer assistant, forking tiles (Caversham), packer (dispatch), slipper, cleaner (flue and oil burner)	\$875.40	\$7.90	0.9%

³³ Ibid.

³⁴ As this award is a 40 hour a week award, the listed award rates are higher. The figures in the table have been provided for a 38 hour week for comparison purposes.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
	All others	\$866.60	\$16.70	1.93%
Plaster, Plasterglass and Cement Workers'	Cement employee	\$878.80	\$4.50	0.51%
	Trainee casters – up to 40% proficiency, plant operator, bagger, washer, front end loader, fork lift driver	\$863.40	\$19.90	2.3%
Plywood and Veneer Workers	Group I (first year)	\$881.60	\$1.70	0.19%
	Group J (first year)	\$869.90	\$13.40	1.54%
	Group J (thereafter)	\$877.60	\$5.70	0.65%
Plywood and Veneer Workers' 1952	Grades 1 – 4	\$863.40	\$19.90	2.3%
	Grade 5	\$881.50	\$1.80	0.2%
The Police	No adult rates below or equivalent to C13			
Port Hedland Port Authority Port Control Officers ³⁵	No adult rates below or equivalent to C13			
Poultry Breeding Farm & Hatchery Workers'	General hand – maintenance, general hand – other, Hatcheries general hand	\$863.40	\$19.90	2.3%
Printing	Group Level 1	\$863.40	\$19.90	2.3%
	Group Level 2	\$866.50	\$16.80	1.94%
Prison Officers'	No adult rates below or equivalent to C13			

³⁵ 37.5 hour award.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award		\$ figure below C13	% increase to reach C13 rate
Private Hospital Employees'	No adult rates below or equivalent to C13			
Prospector and AvonLink on Train Customer Service Officers	Trainee	\$866.20	\$17.10	1.97%
Psychiatric Nurses' (Public Hospitals)	No adult rates below or equivalent to C13			
Public Service	No adult rates below or equivalent to C13			
Public Transport Authority (Transwa)	No adult rates below or equivalent to C13			
Public Transport Authority Rail Car Drivers (Transperth Train Operations)	No adult rates below or equivalent to C13			
Quadriplegic Centre	No adult rates below or equivalent to C13			
Quarry Workers	No adult rates below or equivalent to C13			
Radio and Television Employees'	Assembler	\$881.50	\$1.80	0.2%
Railway Employees'	No adult rates below or equivalent to C13			
Rangers Consolidated	No adult rates below or equivalent to C13			
Recreation Camps (Department for Sport and Recreation)	No adult rates below or equivalent to C13			
	Introductory (max 3 Months)	\$863.40	\$19.90	2.3%

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate
Restaurant Tearoom and Catering Workers	Level 1	\$883.25 ³⁶	\$0.05 0.01%
Retail Pharmacists'	500 Hour Student	\$863.40 ³⁷	\$57.30 6.94%
	First year pharmacy student	\$863.40	\$57.30 6.94%
	Second year pharmacy student	\$875.80	\$7.50 0.86%
The Rock Lobster and Prawn Processing	Grader	\$864.00	\$19.30 2.23%
	Process Employee	\$863.40	\$19.90 2.3%
Rope and Twine Workers'	All classifications	\$863.40	\$19.90 2.3%
Saddlers and Leatherworkers'	No adult rates below or equivalent to C13		
Salaried Officers (Association for the Blind of Western Australia)	No adult rates below or equivalent to C13		
Saw Servicing Establishments	Factory Hand	\$863.40	\$19.90 2.3%
School Employees (Independent Day & Boarding Schools)	No adult rates below or equivalent to C13		
Security Officers'	Probationary officer	\$873.60	\$9.70 1.11%

³⁶ It is assumed this figure was benchmarked against the C13 rate. However, as rates in this award are expressed in fortnightly terms, when they are converted to weekly amounts there is a slight discrepancy due to rounding.

³⁷ This is the State Minimum Wage as the published wage rate in the award is less than the State Minimum Wage. The actual rate is \$684.30, which is significantly below minimum wage.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Shearing Contractors ³⁸	Shed hands (less than 65 days experience)	\$863.40 ³⁹	\$19.90	2.3%
	Shed hands (more than 65 days experience)	\$863.40 ⁴⁰	\$19.90	2.3%
	Woolpresser (timework)	\$863.40 ⁴¹	\$19.90	2.3%
	Woolpresser (piecework)	\$863.40 ⁴²	\$19.90	2.3%
Sheet Metal Workers'	Level C14	\$863.40	\$19.90	2.3%
Shop and Warehouse (Wholesale and Retail Establishments)	No adult rates below or equivalent to C13			
Show Grounds Maintenance Worker's	All classifications	\$863.40	\$19.90	2.3%
Soap and Allied Products Manufacturing	Assistant product maker	\$875.60	\$7.70	0.88%
	General hand other than a listed classification	\$865.90	\$17.40	2.01%
Social and Community Services	No adult rates below or equivalent to C13			
Social Trainers (Nulsen Haven)	No adult rates below or equivalent to C13			
Social Trainers and Assistant Supervisors' (Activ Foundation)	No adult rates below or equivalent to C13			

³⁸ It is difficult to calculate whether rates of pay in this award are below the State Minimum Wage due to the way wages are calculated (there are no hourly, weekly, or equivalent rates in the award). The actual rates of pay in the award have not been adjusted since 2005.

³⁹ This is the State Minimum Wage as the published wage rate in the award is likely to be less than the State Minimum Wage.

⁴⁰ Ibid.

⁴¹ Ibid.

⁴² Ibid.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate
Soft Furnishings	No adult rate below C13		
State Research Stations, Agricultural Schools and College Workers	No adult rates below or equivalent to C13		
Storemen (Government) Consolidated	No adult rates below or equivalent to C13		
Teachers (Public Sector Primary and Secondary Education)	No adult rates below or equivalent to C13		
Teachers (Public Sector Technical and Further Education)	No adult rates below or equivalent to C13		
Teachers' Aides' (Independent Schools) ⁴³	No adult rates below or equivalent to C13		
Teachers' Aides' ⁴⁴	No adult rates below or equivalent to C13		
Theatrical Employees (Perth Theatre Trust) ⁴⁵	Carpenter's assistant, stage hand/flyman, electrical hand, audio hand, seamstress/maintenance hand/buyer/costume jeweller, workshop – property hand, stage – property hand, artist's labourer (\$911.20)	\$865.60	\$17.70 2.04%

⁴³ Ordinary hours are 32.5 but can be up to 38. Wages are an hourly rate.

⁴⁴ Ordinary hours are between 32.5 and 29.25 per week but can be up to 38 or 42 hours per week. Wages are an hourly rate.

⁴⁵ As this award is a 40 hour a week award (with some 38 hour rates), the listed award rates are higher. The figures in the table have been provided for a 38 hour week for comparison purposes.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
	Enquiry clerk, firefighter, utility person, stage door keeper, unskilled labour not classified elsewhere (\$906.70)	\$863.40 ⁴⁶	\$19.90	2.3%
	Head cleaner (\$927.90)	\$881.50	\$1.80	0.2%
	Cleaner(\$919.00)	\$873.10	\$10.20	1.17%
Theatrical Employees Entertainment, Sporting and Amusement Facilities (Western Australian Government)	All classifications	\$863.40	\$19.90	2.3%
Thermal Insulation Contracting Industry	No adult rates below or equivalent to C13			
Timber Workers	Timber Industry Employee - Group 1	\$863.40	\$19.90	2.3%
Timber Yard Workers	(1) Group 1	\$863.40	\$19.90	2.3%
	(1) Group 2	\$883.20	\$0.10	0.01%
Training Assistants' and Community Support Staff (Cerebral Palsy Association)	No adult rates below or equivalent to C13			
Transport Workers (General)	No adult rates below or equivalent to C13			
Transport Workers (Government)	No adult rates below or equivalent to C13			
Transport Workers (Mobile Food Vendors)	No adult rates below or equivalent to C13			

⁴⁶ This is the State Minimum Wage as the published wage rate in the award is less than the State Minimum Wage.

Award	Adult pay rates below or at the C13 rate in Metal Trades Award	\$ figure below C13	% increase to reach C13 rate	
Transport Workers' (North West Passenger Vehicles)	No adult rates below or equivalent to C13			
Transport Workers' (Passenger Vehicles)	No adult rates below or equivalent to C13			
University, Colleges and Swanleigh	No adult rates below or equivalent to C13			
Vehicle Builders	Vehicle Builder Level 1	\$863.40	\$19.90	2.3%
WA Government Health Services Engineering and Building Services	No adult rates below C13			
WA Health – HSU	No adult rates below C13			
WA Health CSA Dental Technicians (Dental Health Services)	No adult rates below C13			
WA Public Hospitals (Doctors in Training)	No adult rates below or equivalent to C13			
WA Public Hospitals (Senior Medical Practitioners)	No adult rates below or equivalent to C13			
Ward Assistants (Mental Health Services)	No adult rates below or equivalent to C13			
Watchmakers' and Jewellers'	Process Worker Grade 1	\$863.40	\$19.90	2.3%
	Process Worker Grade 2	\$867.60	\$15.70	1.81%
Western Australian Professional Engineers (General Industries)	No adult rates below or equivalent to C13			

Award	Adult pay rates below or at the C13 rate in Metal Trades Award		\$ figure below C13	% increase to reach C13 rate
Western Australian Surveying (Private Practice) Industry	No adult rates below or equivalent to C13			
Wine Industry (WA)	Grade 1	\$863.40	\$19.90	2.3%
Wool, Hide and Skin Store Employees'	No adult rates below or equivalent to C13			
Zoological Gardens Employees	No adult rates below or equivalent to C13			