

**GENERAL ORDER RE MINIMUM AWARD WAGES IN SOME AWARDS
WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

PARTIES ON THE COMMISSION'S OWN MOTION

CORAM CHIEF COMMISSIONER A R BEECH
COMMISSIONER P E SCOTT
COMMISSIONER S WOOD

DATE TUESDAY, 27 MAY 2008

FILE NO. APPL 16 OF 2008

CITATION NO. 2008 WAIRC 00327

Result General Order issued by consent

General Order

HAVING heard Ms K Scoble on behalf of the Hon Minister for Employment Protection; Mr D Robinson on behalf of the Trades and Labor Council of Western Australia; Mr G Bull on behalf of Australian Mines and Metals Association (Inc); and Mr D Jones on behalf of the Chamber of Commerce and Industry of Western Australia, the Commission in Court Session, pursuant to the powers conferred on it by the *Industrial Relations Act 1979* (WA) hereby orders —

- (1) THAT each award cited in the attached Schedule be varied in accordance with the Schedule.
- (2) THAT the variation to each award shall have effect from the beginning of the first pay period to commence on or after the 27th day of May 2008.

CHIEF COMMISSIONER A R BEECH
FOR AND ON BEHALF OF THE COMMISSION IN COURT SESSION

SCHEDULE

1. Bespoke Bootmakers' and Repairers' Award No. 4 of 1946**Clause 8. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:**

(1) The following shall be the minimum weekly rates of wages payable to workers covered by this award -

	\$
(a) Surgical Bootmaker	556.40
(b) Bespoke Bootmaker	556.40
(c) Boot Repairer	556.40

A worker employed in the classification of "Boot Repairer" who is called upon to perform the work of "Bespoke Bootmaker" or "Surgical Bootmaker" shall be paid the appropriate rate for the actual time he/she is engaged on the work of the higher classification, provided that if he/she is employed for more than four hours in any one day on work of the higher classification he/she shall be paid the appropriate rate for the whole of that day.

2. Building Trades Award 1968**Clause 10. - Wages: Delete the preamble and subclause (1) of this clause and insert the following in lieu thereof:**

The rates of wages payable to the employees covered by the award (other than duly registered apprentices) shall be as follows:

(1) Base Rate and Supplementary Payment (per week)

	Base RatePer Week\$	Safety NetAdjustment\$	Total RatePer Week\$
(a)			
(i) Bricklayers, stoneworkers, carpenters, joiners, painters, signwriters, glaziers, plasterers and plumbers as defined in Clause 6 of this award	376.20	205.00	581.20
(ii) Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	385.40	205.00	590.40
(iii) Joiner - Assembler A (as defined in Clause 6 of this award)	344.60	203.00	547.60
(iv) Joiner - Assembler B (as defined in Clause 6 of this award)	330.70	203.00	533.70
(b) Builders Labourers:-			
(i) Rigger	360.30	203.00	563.30
(ii) Drainer	360.30	203.00	563.30
(iii) Dogman	360.30	203.00	563.30
(iv) Scaffolder	345.00	203.00	548.00
(v) Powder Monkey	345.00	203.00	548.00
(vi) Hoist or Winch Driver	345.00	203.00	548.00
(vii) Concrete Finisher	345.00	203.00	548.00
(viii) Steel Fixer including tack welder	345.00	203.00	548.00
(ix) Operator Concrete Pump	345.00	203.00	548.00
(x) Bricklayer's Labourer	333.60	203.00	536.60

Plasterer's Labourer	333.60	203.00	536.60
Assistant Powder Monkey	333.60	203.00	536.60
Assistant Rigger	333.60	203.00	536.60
Demolition Worker (after three months' experience)	333.60	203.00	536.60
Gear Hand	333.60	203.00	536.60
Pile Driver	333.60	203.00	536.60
Tackle Hand	333.60	203.00	536.60
Jackhammer Hand	333.60	203.00	536.60
Mixer Driver (concrete)	333.60	203.00	536.60
Steel Erector	333.60	203.00	536.60
Aluminium Alloy Structural Erector	333.60	203.00	536.60
Gantry Hand or Crane Hand	333.60	203.00	536.60
Crane Chaser	333.60	203.00	536.60
Concrete Gang including Concrete Floater	333.60	203.00	536.60
Steel or Bar Bender to pattern or plan	333.60	203.00	536.60
Concrete Formwork Stripper	333.60	203.00	536.60
Concrete Pump Hose Hand	333.60	203.00	536.60
(xi) Builder's Labourers employed on work other than specified in classifications (i) to (x)			528.40

3. Case and Box Makers' Award, 1952

Clause 6. – Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

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

Broadbanded Groups	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total Minimum Weekly Rate (38 Hours) \$
1			528.40
2			528.40
3	364.60	173.00	537.60
4	385.50	173.00	558.50
5	417.20	173.00	590.20
6	438.10	173.00	611.10

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

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

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

4. Cement Tile Manufacturing Award No. 3 of 1966

Addendum: Delete (1) of this Addendum and insert the following in lieu thereof:

(1) ADULT:	A \$	B \$	C \$
Fork Lift Driver	314.10	324.10	528.40
Machine Operator	309.30	319.30	528.40
Hand Presser	309.30	319.30	528.40
Ridge Maker and Finisher and	309.30	319.30	528.40

Stripper			
Colour Operator	303.80	313.80	528.40
Stripper and Stacker	299.10	309.10	528.40
All Others	299.10	309.10	528.40

5. Cement Workers' Award, 1975

a. Clause 11. – Wages: Delete this clause and insert the following in lieu thereof:

11. - WAGES

The minimum rates of wage payable under this award shall be as follows:-

Classification:	Column A06/10/88\$	Column B06/04/89\$	ASNA	TOTAL
Kiln Burner (1 or more kilns)	250.90	260.90		556.40
X.R.F. Tester	250.90	260.90		556.40
Cement and Raw Miller	241.10	251.10		556.40
Lime Burner (1 or more kilns)	241.10	251.10		556.40
Machine Bag Filler	241.10	251.10		556.40
Physical Tester	241.10	251.10		556.40
Reclaimer Operator - Woodman Point	241.10	251.10		556.40
Relief Burner/Kiln Greaser	241.10	251.10		556.40
Utility Man	241.10	251.10		556.40
Cement and Slurry Tester	233.90	243.90		556.40
Coal Miller	233.90	243.90		556.40
Crusher Operator (Swan Portland Cement only)	233.90	243.90		556.40
Hydrator and/or Hydrator Miller	233.90	243.90		556.40
Loader	233.90	243.90		556.40
Process Attendant	233.90	243.90		556.40
Pumphouse Attendant Woodman Point	233.90	243.90		556.40
Plant Attendant, (covers Kiln Greaser, Crusher Attendant, Cooler Attendant, Pumphouse Attendant - Slurry etc.)	223.20	233.30		556.40
Road Sweeper Operator	223.20	233.30		556.40
Amenities Attendant	218.90	228.90		556.40
General Hand	218.90	228.90		556.40

Casual workers shall be paid on an hourly basis at the rate of twenty per cent in addition to the rates prescribed herein.

Any worker appointed as a Leading Hand by the employer shall be paid the following amounts in addition to his ordinary wages when placed in charge of:-

	\$	Per
		Week
(a) Not less than three and not more than ten other workers	12.60	
(b) More than ten and not more than 20 other workers	19.80	
(c) More than 20 other workers	25.10	

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

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

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

b. Clause 27. - Wages Cockburn Cement: Delete subclause (2) of this clause and insert the following in lieu thereof:

(2)	\$ TOTAL
Burner	556.40
X.R.F. Tester	556.40
Physical Tester	556.40
Relief Burner	556.40
Operator Fremantle Depot	556.40
Cement Tester	556.40
Miller (Cement Raw and Coal)	556.40
Machine Bag Filler	556.40
Reclaimer Operator - Woodman Point	556.40
Utility Man (Relief Miller).	556.40
Crusher Operator	556.40
Loader	556.40
Process Attendant	556.40
Pumphouse Attendant	556.40
Kiln Attendant	556.40
Plant Attendant	556.40
Road Sweeper Operator	556.40
Amenities Attendant	556.40
General Hand	556.40

6. Cereal Processing, Extracting and Manufacturing Award No. 26 of 1970

Clause 30. – Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

(1) Shift Miller in charge of shift -	\$	ASNA	TOTAL
(a) Not exceeding 2 tonnes of provender per hour	371.65	165.00	536.65
(b) Exceeding 2 tonnes but not exceeding 6 tonnes of provender per hour	378.30	165.00	543.30
(c) Exceeding 6 tonnes but not exceeding 12 tonnes of provender per hour	385.30	165.00	550.30
(d) Exceeding 12 tonnes but not exceeding 18 tonnes of provender per hour	392.05	165.00	557.05
(e) Exceeding 18 tonnes but not exceeding 28 tonnes of provender per hour	400.25	165.00	565.25
(f) Exceeding 28 tonnes but not exceeding 40 tonnes of provender per hour	408.45	165.00	573.45
(g) Exceeding 40 tonnes but not exceeding 60 tonnes of provender per hour	417.00	165.00	582.00
Mill Operative- Grade 3			528.40
Grade 2			528.40
Grade 1	364.80	165.00	529.80
Premix Blender			528.40
Binsman			528.40
Packerman/Packer/Stacker			528.40
Storeman/Storehand/Siloman			528.40

Fork Lift truck driver and/or tractor driver			528.40
Millwright	388.50	165.00	553.50
Head Millwright	406.50	165.00	571.50

STARCH AND GLUTEN SECTION:

Foreman Miller	390.30	165.00	555.30
Shift Miller	377.70	165.00	542.70
Top Floor Man			528.40
Corrugator			528.40
Batter Mixer			528.40
Process Attendant			528.40
Fork Lift truck driver and/or tractor driver			528.40
General Hand			528.40
Millwright	388.50	165.00	553.50
Head Millwright	406.50	165.00	571.50

OIL REFINING SECTION:

Plant Operator			528.40
General Hand			528.40
Millwright	388.50	165.00	553.50
Head Millwright	406.50	165.00	571.50

YEAST SECTION:

Plant Operator			528.40
General Hand			528.40
Millwright	388.50	165.00	553.50
Head Millwright	406.50	165.00	571.50

**7. Clerks (Commercial, Social and Professional Services) Award No. 14 of 1972
Schedule "D" Australian Red Cross Blood Transfusion Service, Western Australia Agreement 1996:
Delete subclause (2) of Clause 12. - Wages of this Schedule and insert the following in lieu thereof:**

(2)	ADULT EMPLOYEES:	Total Rate Per Week
a)		
	Grade 1	\$
	1 st year of experience at this grade	528.40
	2 nd year of experience at this grade	528.40
	3 rd year of such experience and thereafter	530.20
	Grade 2	
	1 st year of experience at this grade	541.60
	2 nd year of experience at this grade	546.00
	3 rd year of such experience and thereafter	552.40
	Grade 3	
	1 st year of experience at this grade	560.50
	2 nd year of such experience and thereafter	565.90

8. Clerks' (Control Room Operators) Award 1984

Schedule "B" – Enterprise Agreement - Wormald Security Australia Pty Ltd: Delete subclause (2) of this Schedule and insert the following in lieu thereof:

(2) Rates of Pay:

Notwithstanding the provisions of subclause (2) of Clause 14. - Rates of Pay the following minimum weekly rates of wages shall be paid to employees covered by this agreement -

Control Room Operators	\$
During the first six months' experience	528.40
Thereafter	528.40

9. The Dried Vine Fruits Industry Award, 1951

Clause 22. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

(1) Adult Workers (per week) -	\$
All adults engaged in production	556.40

10. Earth Moving and Construction Award

Clause 27. – Wages: Delete PART 1 of this clause and insert the following in lieu thereof:

	CLASSIFICATION	RATE PER WEEK\$	ARBITRATED SAFETY NET ADJUSTMENTS\$	TOTAL RATEPER WEEK\$
PART				
1				
(a)	Engine Driver operating winch from pile driving rig net on pile driving	384.60	155.00	539.60
(b)	All stationary steam engine drivers whose work requires first or second class certificate	392.90	155.00	547.90
(c)	All other stationary steam engine drivers whose work requires third class certificate	379.70	155.00	534.70
(d)	Drivers of Internal Combustion Engines –			
	(i) if under 250 b.h.p.	388.50	155.00	543.50
	(ii) if 250 b.h.p. or over	395.70	155.00	550.70
(e)	Locomotive fireman	379.20	155.00	534.20
(f)	Boiler Attendant -			
	(i) attending one boiler			528.40
	(ii) attending two boilers	377.40	155.00	532.40
(g)	Driver of steam crane	386.10	155.00	541.10
(h)	Scotch Derrick power crane	405.30	155.00	560.30

(i)	Compressor driver over 30 h.p.	373.70	155.00	528.70
(j)	Driver of Wayne Road Sweeper	397.60	155.00	552.60

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

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

11. Egg Processing Award 1978

Clause 14. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

(1) Adult Employees

	Relativity	Weekly Rate \$	ASNA \$	Total Weekly Rate \$
Level F5	100%	465.20	157.00	622.20
Level F4	92.4%	429.80	155.00	584.80
Level F3	87.4%	406.60	155.00	561.60
Level F2	82%	381.50	155.00	536.50
Level F1				528.40

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

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

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

12. Electronics Industry Award

Part I Clause 33. - Wages: Delete subclause (1) (a) of this clause and insert the following in lieu thereof:

(1) (a) Adults

	RatePer Week	ArbitratedSafety NetAdjustment	Total RatePer Week
Electronic Technician (Grade III)	537.50	203.00	740.50
Electronic Technician (Grade II)	463.30	203.00	666.30
Electronic Technician (Grade I)	442.20	205.00	647.20
Electronic Serviceperson	418.90	205.00	623.90
Installer	375.90	203.00	578.90
Serviceperson's Assistant	357.90	203.00	560.90
Assembler (1)	352.60	203.00	555.60
Assembler	331.50	203.00	534.50

Trainee Installer

528.40

13. Engine Drivers' (General) Award**Clause 19. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:**

(1)	Classification:	Wage Per Week\$	Supplementary Payments Per Week\$	Safety Net\$	Total Per Week Adjustments\$
	(a) Turbine Driver	345.30	16.80	203.00	565.10
	(b) Steam Engine Drivers:				
	(i) whose work requires 1st or 2nd class certificate	341.30	16.80	203.00	561.10
	(ii) whose work requires a 3rd class certificate				556.40
	I Internal Combustion Engine Drivers:				
	(i) 180 kW brake power or over	344.20	16.80	203.00	564.00
	(ii) 35 kW brake power or over but under 180 kW brake power				556.40
	(iii) under 35 kW brake power				556.40
	(d) Electric Motor Attendant:				
	(i) on motors over 180 kW power	339.60	16.80	203.00	559.40
	(ii) on motors 70 kW power to 180 kW power inclusive				556.40
	(iii) on motors under 70 kW power				556.40
	Where an employee attends two or more motors he/she shall be paid at a rate calculated on the aggregate kW power of such motors.				
	Note: kW power shall be that shown on the maker's nameplate.				
	(e) Greaser or Oiler				556.40
	(f) Fireperson:				
	(i) Attending one boiler				556.40

(ii) attending two or more boilers				556.40
(g) Trimmer				556.40
(h) Scotch Derrick Crane Driver	347.40	16.80	203.00	567.20
(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act				556.40
(j) Mobile Crane Driver				
(i) lifting capacity up to and including 5 tonnes	339.60	13.80	203.00	556.40
(ii) lifting capacity over 5 tonnes but not exceeding 10 tonnes	344.10	16.80	203.00	563.90
(iii) lifting capacity over 10 tonnes but not exceeding 20 tonnes	349.90	19.90	203.00	572.80
(iv) lifting capacity over 20 tonnes but not exceeding 40 tonnes	360.20	23.10	203.00	586.30
(v) lifting capacity over 40 tonnes but not exceeding 80 tonnes	366.30	26.00	203.00	595.30
(vi) lifting capacity in excess of 80 tonnes	373.90	28.00	203.00	604.90
(k) Excavator Driver:				
(i) up to .5m ³	350.00	19.90	203.00	572.90
(ii) over .5 m ³ and up to and including 2.25m ³	353.30	21.50	203.00	577.80
(iii) over 2.25 m ³	364.00	24.80	203.00	591.80
(l) Tractors - while using power operated attachments:				
(i) up to 35 kW brake power				556.40
(ii) over 35 kW brake power to 70 kW brake power	344.20	16.80	203.00	564.00
(iii) over 70 kW brake power to 110 kW brake power	350.00	19.90	203.00	572.90
(iv) over 110 kW brake power	353.30	21.50	203.00	577.80
(m) Loader, front end or overhead - Appropriate Tractor Margin				
(n) Grader self propelled				
(i) over 70 kW brake power	364.00	24.80	203.00	591.80

(ii) 35 to 70 kW brake power inclusive	353.30	21.50	203.00	577.80
(iii) under 35 kW brake power	350.00	19.90	203.00	572.90

14. Enrolled Nurses and Nursing Assistants (Private) Award

Clause 30. - Wages: Delete (1) of this clause and insert the following in lieu thereof:

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

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Minimum Weekly Rate \$
(a) Trainee Enrolled Nurse			
1st year of training			528.40
2nd year of training			528.40
(b) Enrolled Nurse Level One			
1st year of employment	419.10	205.00	624.10
2nd year of employment	424.10	205.00	629.10
3rd year of employment and thereafter	435.00	205.00	640.00
(c) Enrolled Nurse Level Two			
1st year of employment	428.20	205.00	633.20
2nd year of employment	433.30	205.00	638.30
3rd year of employment and thereafter	444.10	205.00	649.10
(d) Enrolled Nurse Level Three			
	456.30	205.00	661.30
(e) Nursing Assistant (at 19 years of age and over)			
1st year of employment	377.70	203.00	580.70
2nd year of employment	388.00	203.00	591.00
3rd year of employment and thereafter	398.50	203.00	601.50

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

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

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

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

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

15. Farm Employees' Award

Clause 14. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

(1)

TOTAL \$

Adult Employees:

Farm Hand

- (a) With less than twelve months experience in the industry 528.40
- (b) With twelve months experience in the industry 528.40
- (c) General Farm Hand 528.40
- (d) Farm Tradesman (As defined) 528.40

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

16. Fruit and Produce Market Employees Award

Clause 11. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) Adults Operative on and from the commencement of the first pay period on

or after 1 July 2007 \$

Storemen	556.40
Head Storemen	556.40

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

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

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

17. The Fruit Growing and Fruit Packing Industry Award

Clause 24. - Wages: Delete subclauses (1) and (2) this clause and insert the following in lieu thereof:

	Rate Per Week \$Total
(1) Fruit Packing and Sorting	
(a) Trainee Packer & Trainee Sorter	556.40
(b) Competent Packer (as defined) & Sorter	556.40
(c) Shed Hand	556.40
(2) Fruit Growing and Picking:	
(a) Orchard Hand (General)	556.40
(b) Orchard Hand (Machine Operator)	556.40

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

(a) Orchard Hand (General)	20.87
(b) Orchard Hand (Machine Operator)	20.87

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

(a) Orchard Hand	27.82
(b) Orchard Hand (Machine Operator)	27.82

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

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

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

18. The Horticultural (Nursery) Industry Award

a. Clause 5. - Wages: Delete subclause (1) of Clause 5 and insert the following in lieu thereof:

(1) Adult Employees

The rates in Column A are effective on date of registration, Column B effective from six months thereafter, Column C effective from an additional 6 months, any safety net adjustments during this time to be incorporated into the rates.

	Column A	Column B	Column C	Column D (effective on and from the commencement of the first pay period on or after 1 July 2007)
	Total RatePer Week\$	Total RatePer Week\$	Total RatePer Week\$	
Trainee				528.40
Horticultural Employee Grade 1				528.40
Horticultural Employee Grade 2	484.10	488.07	488.07	532.07
Horticultural Employee Grade 3	489.70	500.70	504.83	548.83
Horticultural Tradesperson Grade 1	540.30	551.30	561.20	605.20
Horticultural Tradesperson Grade 2	559.00	570.00	581.29	625.29
Horticultural Tradesperson Advanced	579.60	590.60	601.28	645.28

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

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

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

b. Appendix 1. - Make Up of Total Wage: Delete (1) of Appendix 1 and insert the following in lieu thereof:

(1) Adult Employees

	Base Rate\$	Arbitrated Safety Net Adjustments\$	Total Rate\$ on and from the commencement of the first pay period on or after 1 July 2007
Trainee			528.40
Horticultural Employee Grade 1			528.40
Horticultural Employee Grade 2	346.07	186.00	532.07
Horticultural Employee Grade 3	362.83	186.00	548.83

Horticultural Tradesperson Grade 1	417.20	188.00	605.20
Horticultural Tradesperson Grade 2	437.29	188.00	625.29
Horticultural Tradesperson Advanced	457.28	188.00	645.28

19. Industrial Catering Workers' Award, 1977

Clause 22. - Wages: Delete subclause (1) of this clause and insert the following in lieu hereof:

(1) Classifications:	Broken Work Period Loading \$	Total Wage (per week) \$
(1) Chef or Head Cook	16.00	556.40
(2) Qualified Cook	12.80	556.40
(3) Pastrycook	12.80	556.40
(4) Cook Employed Alone	16.00	556.40
(5) Breakfast and/or Other Cooks	11.50	556.40
(6) Butcher	11.50	556.40
(7) Dining Room Attendant and/or Counterhand	11.50	556.40
(8) Kitchenhand	11.50	556.40
(9) Housemaid	11.50	556.40
(10) Cleaner	11.50	556.40
(11) Laundress	11.50	556.40
(12) Bar Attendant	11.50	556.40
(13) Cellarman	11.50	556.40
(14) Storeman	-	556.40
(15) Gardener	-	556.40
(16) Garbage Attendant	-	556.40
(17) Motor Vehicle Driver - Not exceeding 25 cwt capacity		556.40

Exceeding 25 cwt capacity, but not exceeding 3 tons capacity	556.40
Exceeding 3 tons capacity, but under 6 tons capacity	556.40
(18) General Hand	556.40

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

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

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

20. Manufacturing Chemists Award, 1976

Clause 7. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

(1) Adult Employees

Classifications	Base Rates Per Week	Arbitrated Safety Net Adjustments	Total Award Rate Per Week
	\$	\$	\$
(a) Extracts, Essences and Distillation			
First Class Plant Operative	363.15	203.00	566.15
Second Class Plant Operative			
1 st three months			556.40
Thereafter			556.40
(b) Galenicals, Patents, Medicines, Cordials etc			
First Class Factory Hands			556.40
Factory Hands (Handling Corrosive Acids)			556.40
(c) General Factory Hands			556.40

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

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

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

21. Marine Stores Award

Clause 6. - Rates of Pay: Delete subclause (1) of this clause and insert the following in lieu thereof:

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

Classification	Minimum Rate\$
General Hand	528.40
Sorter	528.40
Packer	528.40
Washer of Bottles	528.40
Cutter of Cloth	528.40

22. Mental Health Nurses' Consolidated Award 1981 No. 13 of 1947

Clause 22. - Rates of Pay and Allowances: Delete Subclause (1) of this clause and insert the following in lieu thereof:

- (1) Registered Mental Health Nurses, Enrolled Mental Health Nurses, and Student Mental Health Nurses shall be paid the weekly wages as set out hereunder:

	\$ Per Week	ASNA	TOTAL
(a) Mental Health Nurse			
(i) Student Nurse Adult			
1st year of training			528.40
2nd year of training			528.40
3rd year of training	382.80	165.00	547.80
Student under 21 years of age			
1st year of training	316.40	119.40	435.80
2nd year of training	334.30	122.50	456.80
3rd year of training	356.40	127.10	483.50
4th year of training	380.50	131.20	511.70
(ii) Level 1			
1st year of service	445.10	165.00	610.10
2nd year of service	458.10	167.00	625.10
3rd year of service	476.50	167.00	643.50
4th year of service	495.30	167.00	662.30
5th year of service	509.60	165.00	674.60
6th year of service	526.60	165.00	691.60

7th year of service	547.00	165.00	712.00
(iii) Level 2			
1st year of service	581.00	167.00	748.00
2nd year of service	597.00	167.00	764.00
3rd year of service	619.60	167.00	786.60
(iv) Level 3			
1st year of service	667.00	165.00	832.00
2nd year of service	686.10	165.00	851.10
3rd year of service	702.40	165.00	867.40
(v) Community Mental Health Nurses			
1st year of service	619.60	167.00	786.60
2nd year of service	631.00	167.00	798.00
3rd year of service	646.70	167.00	813.70
4th year of service	662.20	165.00	827.20
(vi) Community Mental Health Nurse with a post basic certificate			
1st year of service	631.00	167.00	798.00
2nd year of service	646.70	167.00	813.70
3rd year of service	662.20	165.00	827.20
4th year of service	684.50	165.00	849.50
(vii) Community Mental Health Administrative Nurse	697.10	165.00	862.10
(viii) Community Mental Health Nurse with a post basic certificate	713.50	165.00	878.50

- (b) (i) Progression through the increments for a registered mental health nurse classified at Level 1 shall occur by annual increments.
- (ii) Progression for all other classifications for which there is more than one wage point, shall be by annual increments, subject to a satisfactory performance appraisal.
- (c) Where an employee is appointed to a position, previous relevant nursing experience at that level, or in a similar level under a differing career structure, shall be taken into account for determining the appropriate increment level.
- (d) The onus of proof of previous experience shall rest with the employee.

Provided that an employee returning to the profession after an absence greater than five years shall commence at the first increment of Level 1 for a period of three months. During this time the employee shall be reviewed by an assessment panel. Upon satisfactory review she/he shall move to a level and increment as determined by the panel's assessment. An employee who fails to satisfy the panel of her/his competency to progress through the Level 1 increments or into another level as the case may be, may apply for re-assessment by an assessment panel after a period of 12 months from the date of employment.

	\$ Per Week	ASNA	TOTAL
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(e) Enrolled Mental Health Nurse

(i) Student Enrolled Mental Health Nurse

Adult Student

1st year of training			528.40
Thereafter			528.40

Student under 21 years

1st year of training	316.40	119.40	435.80
Thereafter	334.30	122.50	456.80

(ii) Registered Enrolled Mental Health Nurse

1st year of service	399.20	165.00	564.20
2nd year of service	407.50	165.00	572.50
Thereafter	416.30	165.00	581.30

(f) Provided that a student nurse in his/her first year of training shall only proceed to the next increment point in sub-paragraph (i) of paragraph (a) of subclause (1) of this clause upon passing the required examination.

23. Monumental Masonry Industry Award, 1989

Clause 7. - Wages: Delete subclause (1) and insert the following in lieu thereof:

(1) (a) The rates of wages payable to the employees covered by this Award (other than duly registered apprentices and junior employees) shall be as follows:

Classification	Minimum Weekly Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Rate (Exclusive of Industry Allowance)
	\$	\$	\$	\$
Monumental Mason	365.20	52.00	205.00	622.20
Monumental Fixer	345.20	49.30	203.00	597.50
Monumental Employee Grade 4	318.90	45.50	203.00	567.40
A Grade 3 employee who has attained a high level of skill in at least one function or who is regularly required to perform more than two of the functions contained in Grade 3				
Monumental Employee Grade 3	301.40	43.00	203.00	547.40
Employee who has been performing work at Grade 2 level for more than six months				
Monumental Employee Grade 2				528.40
Employee who is performing one or more of the following functions and				

who has been performing such work
for less than six months -

- Primary Saw Operator
- Secondary Saw Operator
- Polishing Machine Operator
- Stone Engraving Operator
- Assistant Monumental Fixer
- Monumental Concrete Moulder

Monumental Employee Grade 1 528.40

Employee who is engaged to perform
work not covered by any of the above
classifications.

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

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

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

24. Nurses (Child Care Centres) Award 1984

Clause 11. - Wages: Delete this clause and insert the following in lieu thereof:

11. - WAGES

An employer on whom this award is binding shall not increase the rate of wage payable to an employee on 9th September, 1988, or otherwise vary the conditions applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

Except as hereinafter provided the minimum rates of wage payable to employees under this award shall be as follows:

	Column A (4%) Operative on and from 21/12/88 Per Week \$	Column B (\$10 p.w.) Operative* 3/4/89 Per Week \$	ASNA	TOTAL
(1) Registered General Nurse				
1st year of experience	381.50	391.50	165.00	556.50
2nd year of experience	390.50	400.50	165.00	565.50
3rd year of experience	403.60	413.60	165.00	578.60
4th year of experience	414.50	424.50	165.00	589.50
Thereafter	427.60	437.60	165.00	602.60
(2) Registered Mothercraft Nurse				
1st year of experience				528.40

2nd year of experience				528.40
3rd year of experience	372.90	382.90	165.00	547.90
4th year of experience	393.20	403.20	165.00	568.20
Thereafter	413.20	423.20	165.00	588.20

* NB This column is operative from the 1st pay period on or after 3/4/89.

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

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

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

25. Nurses' (Day Care Centres) Award 1976

Clause 20 - Salaries: Delete this clause and insert the following in lieu thereof:

20. - WAGES

An employer on whom this award is binding shall not increase the rate of wage payable to an employee on 9th September, 1988, or otherwise vary the conditions of employment applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

	Column A Operative 3/10/88*	Column B Operative 30/12/88*	Column C Operative 30/3/89*	Column D Operative 3/4/89*	ASNA	Operative on and from the commence ment of the first pay period on or after 1 July 2007
	Per Week\$	Per Week\$	Per Week\$	Per Week\$	Per Week\$	Per Week\$
Registered General Nurse						
1st year	366.80	374.10	381.50	391.50	165.00	556.50
2nd year	385.50	383.00	390.50	400.50	165.00	565.50
Registered Mothercraft Nurse						
1st year						556.40
2nd year						556.40

All operative dates are from the 1st pay period on or after the nominated date, except for the last 2 columns which are operative on and from the commencement of the first pay period on or after 1 July 2007.

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

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

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

26. Optical Mechanics' Award, 1971

Clause 24. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

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

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$
Adults (total wage per week)			
(a) Optical Mechanic	397.60	203.00	600.60
(b) Optical Employee:			
First 3 months of experience			528.40
Thereafter	342.40	203.00	545.40

27. Particle Board Employees' Award, 1964

Clause 5. - Wages: Delete subclauses (1) and (2) of this clause and insert the following in lieu thereof:

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

	Rate of Wage \$	Supplementary Payment \$	ASNA	Award Rate \$
Grade 1 Trainee Operator Yard Hand Packaging Machine Assistant Factory Hand				528.40
Grade 2 Flaker/Knife Room Operator Overlay Operator Log Deck/Chipping Operator Glue Mixer Paper Impregnation Operator Log Tower Operator Gatekeeper				528.40
Grade 3 Residue & Waste Operator Flooring & Grading Operator Log Deck Loader				528.40

Knife Setter & Grinder & Changing Knives

Grade 4 Laboratory Assistant Finishing Line Logyard Loader Panel Saw Operator Sanding & Grading Operator	362.70	15.90	165.00	543.60
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Grade 5 Drier Operator Despatch Forming Machine Operator Relief Operator Press Operator Resin Plant Operator	378.70	15.90	165.00	559.60
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Grade 6 Senior Melamine Operator Senior Finishing Operator Senior Shift Operator	396.30	15.90	165.00	577.20
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(2) Junior Employee: (percentage of sum of Grade 1 rate of wage \$528.40 and supplementary payments prescribed):

	%	BASE RATES\$	SUPPLEMENTARY PAYMENTS\$	ASNA	AWARD RATES\$
under 16	40				211.40
16 years	50				264.20
17 years	60				317.10
18 years	70				369.90
19 years	80				422.80
20 years	95	310.46	15.10	156.76	482.32

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

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

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

28. Performers Live Award (WA) 1993

Clause 7. - Rates of Pay: Delete this clause and insert the following in lieu thereof:

7. – RATES OF PAY

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

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

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

(1) Engaged by the Week (age sixteen and over)	PER WEEK	ASNA	TOTAL
	\$	\$	\$
(a) (i) Speciality Artist:			
Solo	498.60	203.00	701.60
Duo (each)	468.50	203.00	671.50
Trio (each)	453.10	205.00	658.10
Quartet or an act of more than four artists (each)	437.00	205.00	642.00
(ii) Variety Artist	468.50	203.00	671.50
(iii) Vocalist	453.10	205.00	658.10
(iv) Actor or Actress	416.80	205.00	621.80
(v) Ballet or Chorus	398.80	203.00	601.80
(vi) Model	398.80	203.00	601.80
(b) Skaters:			
(i) Solo, Duo or Speciality Artist	416.80	205.00	621.80
(ii) Employee engaged only in a skating ensemble	398.80	203.00	601.80
(c) Aquatic Artists:			
(i) Other than member of an aquatic ensemble	416.80	205.00	621.80
(ii) Aquatic ensemble - employee engaged therein only	398.80	203.00	601.80
(d) (i) Supernumeraries engaged by the week shall be paid \$15.55 per hour with a minimum payment for a week of			556.40
(ii) Supernumeraries on tour shall be paid the ballet of chorus rate of pay together with the touring allowance as hereinafter specified.			
(e) A walking understudy and/or supernumerary understudying one of the other roles in a theatrical production and any other employees speaking not more than 80 words in the production shall be paid as follows:			
16 years of age and over		\$	\$
- not on tour - at the rate per week of	398.80	203.00	601.80
- on tour, plus the touring allowance as hereinafter specified	416.80	205.00	621.80

- (f) A member of the chorus or ballet or skating ensemble or a showperson or model speaking not less than seven lines containing in the aggregate not less than 30 words, or singing and/or dancing solo not less than 24 bars of music, shall be paid an additional sum of one percent of the minimum weekly award rate for an extra per performance.
- (g) An employee who as part of the employee's duties is required by the employer to act as a stage manager or an assistant stage manager shall be paid in addition to the applicable weekly rate hereinbefore specified twelve percent or six percent respectively of the minimum weekly award rate for an Actor or Actress per week.
- (h) A member of the ballet or chorus or skating or aquatic ensemble who acts as deputy ballet or chorus or skating or aquatic ensemble director or who, under instruction and supervision of the producer or stage manager and/or employer, supervises the number of acts to be performed by the skating or aquatic ensemble as the case may be, during a performance or rehearsal shall be paid not less than six percent of the minimum weekly award rate for an Actor or Actress per week, in addition to the per week rate.
- (i) If an employee is required by the employer to act as understudy the employee shall be paid an additional amount per week for each part understudied as follows:

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

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

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

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

- (k) An employee who agrees to pose as a nude or semi-nude shall be paid not less than an additional 2.5 percent of the minimum weekly award rate for an Actor or Actress per performance.
- (l) An employee who is required to perform work as a driver or as a person in charge whilst on tour shall be paid not less than 7.5 percent of the minimum weekly award rate for an Actor or Actress per week in addition to the per week rate.
- (m) A performer not taking part in a production for which the performer is required to record a voice over tape shall be paid a once off fee at least equal to fifty percent of the weekly award rate for an Actor or Actress as prescribed in subparagraph (iv) of paragraph (a) of this subclause for each hour or part thereof taken in the process of recording. Such fee shall apply to the use of the recording during the initial run of the production in the theatre in which it is being played or in the case of Theatre-in-Education for its initial tour or schools or other venues. Any change in venue or extension of the run of the production including any tour will require a further once off fee at least equal to the initial fee paid to such performer.

(n) If an employee is required by the employer to perform in such a manner which leads to the employee being charged with an offence, the employer shall be responsible for all legal and other costs associated with the employee's appearance in court proceedings and any fines ordered against the employee.

(o) The following rates apply to juvenile performers for a maximum of four performances per week:

	Percentage of the applicable adult weekly rate
(i) fourteen years of age and under	
Not on tour	45 percent
On tour to be paid the applicable adult rate	
(ii) Over fourteen years and under sixteen years	
Not on tour	55 percent
On tour to be paid the applicable adult rate	

(2) Rehearsals

Prior to commencement of performances:

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

(3) Engaged Casually

(a) Performance

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

- (iii) Casual employees aged fourteen years and under those aged fifteen years shall be paid 45 and 55 percent respectively of the rates set out in subparagraphs (i) and (ii) above.
- (b) Rehearsals
 - (i) An employee aged sixteen years or over who is required to rehearse by the employer shall be paid the rate of \$21.57 for one hour (minimum) and over one hour at the rate of \$10.79 per half hour or part thereof, provided however that if the employee desires to leave the rehearsal before the completion of one hour's rehearsal payment shall be at the rate of \$10.79 per half hour or part thereof for the time actually worked.
 - (ii) Any rehearsals required of employees aged fourteen years and under or those aged fifteen years shall be paid for at 45 and 55 percent respectively of the above rates.
- (c) Casual supernumeraries shall be paid at \$16.69 per hour with a minimum call for performances of three hours and for rehearsals of two hours.
- (4) If an engagement which has been made is cancelled by the employer at a time which is less than ten days prior to the date of the performance/rehearsal for which the employee was engaged, the employee shall receive payment in full. If an open air performance/rehearsal is postponed because of rain the employee shall receive half the fee if such employee is re-engaged for a subsequent presentation not later than three weeks after the date of the postponement otherwise the employee shall receive full payment. Where an open air performance/rehearsal is abandoned because of rain the employee shall be paid in full.
- (5) Except in the case of supernumeraries all such engagements shall be made in writing and such document shall specify the date and place of the performance and the fee to be paid to the employee and shall be signed by the employer.
- (6) Provision of Meals
 - (a) If an employee is required by an employer to appear in any place where meals and/or light refreshments are served to the public the employer shall provide at the employer's expense, a meal for that employee if the total spread of employee's work is over a period of more than four hours from beginning to end.

Such meal shall be of the type and quality supplied to the public at the employer's establishment. Should the employer fail to provide the employee with such meal the employer shall pay the employee a sum equivalent to three percent of the minimum weekly award rate for an Actor or Actress in lieu thereof.
 - (b) When an employee takes part in addition to the ordinary evening performance, in an intermediate performance commencing at between 5.00pm and 6.15pm, the employer shall provide a satisfactory meal to such employee or pay to such employee a meal allowance equivalent to three percent of the minimum weekly award rate for an Actor or Actress for his/her evening meal, and shall also provide tea and coffee or the ingredients and facilities to make and serve same.

29. Photographic Industry Award, 1980

Clause 12. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

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

Base Rate\$	Arbitrated	Minimum
	Safety Net	Rate\$
	Adjustments\$	

SECTION A:

Portrait Advertising And Commercial Studios:

(a) Photographer	348.50	203.00	551.50
(b) All others - First three months.			528.40
(c) All others - Thereafter	338.30	203.00	541.30

SECTION B:Developing, Printing And Finishing
Establishments:

(a) Colour filter determinator Custom colour enlargement printer Colour printer controller	356.50	203.00	559.50
(b) Rack and tank colour film processor machine operator Colour enlargement printer Colour quality corrector Kit mixing operator Colour printer operator	348.50	203.00	551.50
(c) Rack and tank black and white film processor Black and white enlargement printer Black and white printer operator	341.10	203.00	544.10
(d) All others - First three months			528.40
(e) All others - Thereafter	338.30	203.00	541.30

SECTION C

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

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

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

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

Clause 13. - Wages: Delete subclauses (1) and (2) of this clause and insert the following in lieu thereof:

		Wage Per Week\$	Arbitrated Safety Net\$	Total Wage Per Week\$
(1)	(a) Modeller Tool Allowance	408.90	203.00	611.90 1.44

(b) Plaster Caster	386.15	203.00	589.15
(c) Plaster Caster (Mechanical)	362.35	203.00	565.35
(d) Labourers	342.10	203.00	545.10
(e) Cement employee	338.25	203.00	541.25
(f) Trainee Casters – up to 40 per cent proficiency			528.40

Thereafter, such percentage of the plaster caster’s total wage as is assessed in accordance with subclause (9) of Clause 7. – Adult Trainee Casters.

(g) Plant Operator			528.40
(h) Bagger			528.40
(i) Washer			528.40
(j) Front End Loader			528.40
(k) Fork Lift Driver			528.40
(2) Junior Employees Under 21 years of age			475.60
Under 20 years of age			422.80
Under 19 years of age			369.90

31. Plywood and Veneer Workers' Award, 1952

Clause 5. - Wages: Delete subclauses (1) and (2) of this clause and insert the following in lieu thereof:

- (1) The minimum rates of wages payable to employees covered by this Award shall be:
The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

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

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

	Rate of Wage \$	Supplementary Payment \$	ASNA \$	Award Rate \$
Grade 1 Trainee Operator Factory/Yard Hand In/Out Feeder Assistant Hogger Cover Layer Packaging				528.40
Grade 2 Hilderbrand Dryer Infeed				528.40

Schildie Out/In Feed
 Control
 Asst. to Lathe/ Slicer Op
 Panel Grader Asst Desp
 Sander Asst.
 Taping
 Glue Mixer
 Core Sawyer
 Press Assist.
 Edging - Pre Gluer
 Log Charger
 Kuper Operator
 Veneer Assemb.

Grade 3 528.40
 Guillotine
 Groover
 Core Feeder
 Splicer Operator
 Clipper Operator
 Chain/Log Operator
 Dryer Grader
 Sander Operator

Grade 4 528.40
 Core/Centre Layer
 Panel Sawyer
 Slicer Operator
 Press Operator

Grade 5 362.70 15.90 165.00 543.60
 Slicer Machinist
 Lathe Machinist

(2) Junior Employees: (percentage of Grade I rate of wage \$311.70 and supplementary payments prescribed)

	%	Rate of Wage \$	Supplementary Payment \$	ASNA \$	Award Rate \$
Under 16	40				211.40
16 years	50				264.20
17 years	60				317.10
18 years	70				369.90
19 years	80				422.80
20 years	95				502.00

32. Poultry Breeding Farm & Hatchery Workers' Award 1976
Clause 9. - Wages: Delete this clause and insert the following in lieu thereof:

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

- | | | | | |
|-----|---|--------------|---|--------------------|
| (1) | Poultry Breeding Farms | Base Rate \$ | Arbitrated
Safety Net
Adjustments
\$ | Minimum Rate
\$ |
| | (a) General Hand - Maintenance | | | 528.40 |
| | (b) General Hand - Other | | | 528.40 |
| (2) | Hatcheries General Hand | | | 528.40 |
| (3) | Junior Employees - Junior employees shall receive the prescribed percentage of the adult rate for the class of work on which they are engaged | | | |
| | | | % | |
| | Under 16 years of age | | 50 | |
| | 16 to 17 years of age | | 60 | |
| | 17 to 18 years of age | | 70 | |
| | 18 to 19 years of age | | 80 | |
| | 19 to 20 years of age | | 90 | |
| | At 20 years of age, adult rates | | | |
| (4) | Leading Hands | | | \$ |
| | In addition to the ordinary rate of pay, an employee placed in charge of more than 3 other employees shall receive | | | 25.05 |
| (5) | The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle. | | | |

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

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

33. Printing Award

Clause 11. - Rate of Wages: Delete Parts 1 and 2 of this clause and insert the following in lieu thereof:

PART 1 RATE OF WAGES;

An adult employees' minimum award rate of wage is set out in Table A hereof, operative on and from the commencement of the first pay period on or after 1 July 2007.

TABLE A

GROUP LEVEL	BASE RATE	SAFETY NET ADJUSTMENT	AWARD RATE
	\$	\$	\$
1			528.40
2	342.10	189.00	531.10
3	364.60	189.00	553.60
4	385.50	189.00	574.50
5	417.20	189.00	606.20

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

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

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

Junior and apprentices

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

TABLE B

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

Junior keyboard operator/assembler

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

Apprentice

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

TABLE C

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

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

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

TABLE D

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

Adult apprentice

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

TABLE E

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

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

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

Traineeship

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

Calculation of rates in table "B"

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

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

PART 2 - CLASSIFICATION STRUCTURE

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

COLUMN 2 EMPLOYMENT	DESCRIPTION OF	COLUMN 3 GROUP LEVEL	COLUMN 4 MINIMUM WEEKLY WAGE \$
a)	Compositor	5	606.20
b)	Keyboard Operator	4	574.50
c)	Proof Reader	4	574.50
d)	Proof Readers' Assistant	2	531.10
e)	Printing Machinist	5	606.20
f)	Artist/Designer	4	574.50
g)	Graphic Reproducer	5	606.20
	(i) Image Preparer		
	(ii) Plate Preparer		
	(iii) Cylinder Preparer		
h)	Small Offset Machinist	4	574.50
i)	Non Impact Printing Machinist (including Electronic and Laser Printing Machine Operator)	4	574.50
j)	Binder/Finisher	5	606.20
k)	Employee employed directly in connection with stationery, system work, addressograph work, paper products	2	531.10
l)	Feeder on any machine	2	531.10
m)	Storeperson	3	553.60
n)	Screen Printing:		
	(i) Stencil Preparer	5	606.20
	(ii) Power Driven Screen Printing Machine Operator	3	553.60
	(iii) Screen attendant	2	531.10
o)	An employee not otherwise specified	1	528.40

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

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

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

34. The Rock Lobster and Prawn Processing Award 1978

Clause 7. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) Adult Employees

The following shall be the minimum weekly rate of wage payable to employees covered by this award, with effect on and from the commencement of the first pay period on or after 1 July 2007.

Base Rates Per	Arbitrated Safety	Total Award
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	Week	Net Adjustments	Rate Per Week
Classifications	\$	\$	\$
(a) Grader	325.95	203.00	528.95
(b) Process Employee			528.40

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

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

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

35. Rope and Twine Workers' Award

Clause 19. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

	Rate	Arbitrated Safety Net Adjustment	TotalRate
	\$	\$	\$
(1) Adult Employees			
Rope layer on heavy type strand machine			528.40
Rope layer (other) in walk with traveller			528.40
Rope splicer on driving ropes and springs			528.40
Combination spinning and spooling machine operator			528.40
Rope house machinist			528.40
Feeder on first spreader			528.40
Oiler and/or belt repairer			528.40
Employees lumping, loading and unloading hemp			528.40
All other machine operators or employees feeding or taking from machines			528.40
All others			528.40

36. Saw Servicing Establishments Award No. 17 of 1977

Clause 28. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) Rate Per Week:

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

Base Rate \$	Arbitrated Safety Net Adjustment \$	Total Minimum Award Rate (38 Hours) \$
--------------	-------------------------------------	--

(a) Saw Doctor Special Skills	438.10	173.00	611.10
(b) Saw Doctor	417.20	173.00	590.20
(c) Saw Filer	385.50	173.00	558.50
(d) Factory Hand			528.40

37. Ship Painters' and Dockers' Award

Division II, Clause 4. - Rates of Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) The following shall be the minimum rates of wages payable to employees employed under this Division –

	Per Week\$	ASNA	TOTAL
(a) Rigger			528.40
(b) General Hand			528.40

2. Division IV: Clause 2 Rates of Wages

Delete subclause (1) of this clause and insert in lieu:

- (1) The minimum weekly rates of wages for employees bound by this Division shall be –

	Per Week	
	A\$	B\$
(a) (i) Rigger Certificated		528.40
(a) (ii) Rigger Not Certificated		528.40
(b) General Hand		528.40

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

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

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

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

38. Show Grounds Maintenance Worker's Award

Clause 27. - Wages: Delete subclause (2) of this clause and insert the following in lieu thereof:

	Rate Per Week\$	ASNA	TOTAL
(2) (a) Motor Vehicle Drivers - Not exceeding 25cwt capacity			528.40

Exceeding 25cwt but not exceeding 3 tons capacity	528.40
Exceeding 3 tons but under 6 tons capacity	528.40
Exceeding 6 tons and over but under 7 tons capacity	528.40
Exceeding 7 tons and over but under 8 tons capacity	528.40
(b) Machine Drivers -	
Operator-powered roller under 8 tons	528.40
Operator-powered roller 8 tons and over	528.40
Operator-powered vibrating roller under 4 tons	528.40
Operator-powered vibrating roller 4 tons and over	528.40
Operator-powered road roller pneumatic tyred 8 tons and over	528.40
Operator-tractor-pneumatic tyred without power operated attachments -	
(i) Classes 1 and 2	528.40
(ii) Classes 3, 4, 5 and 6 (including tractors tilting or a one man hitch trailer)	528.40
(iii) Over Class 6	528.40
Operator-tractor-pneumatic tyred with power operated attachments -	
(i) Classes 1 and 2	528.40
(ii) Classes 3, 4, 5 and 6 (not including tractors tilting or a one man hitch trailer)	528.40
(iii) Over Class 6 and up to and including 230 engine horsepower	528.40
(iv) Over Class 6 with power operated attachments in excess of 230 engine horsepower	528.40
Operator - Graders -	
(i) Drawn Graders	528.40
(ii) Grader - power operated below 50 net	528.40

	engine horsepower	
	(iii) Grader - power operated 50 to 100 net engine horsepower	528.40
	(iv) Grader - power operated above 100 net engine horsepower	528.40
	Operator of portable petrol driven crosscut or circular saw	528.40
(c)	Gardeners -	
	Propagator	528.40
	Nurserymen, first class gardeners appointed as such by the employer and street tree pruners	528.40
	Gardeners planting out and attending flower beds and assisting nurserymen	528.40
	Hand power motor mower	528.40
	Hand rotary hoe and operators of other machines	528.40
	Sprayers or fumigators of noxious weeds and/or pests vermin, mosquitoes, or ants or workers employed in destroying blackberry bush or boxthorn -	
	(i) Hand operated	528.40
	(ii) Power Operated	528.40
(d)	General -	
	Track hands	528.40
	Machine man (jackhammer)	528.40
	Concrete slab layer	528.40
	Concrete kerb layer	528.40
	Concrete finisher	528.40
	Others	528.40

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

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

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

39. Theatrical Employees (Perth Theatre Trust) Award No. 9 of 1983
Clause 5. - Rates of Pay: Delete this clause and insert the following in lieu thereof:

5. - RATES OF PAY

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

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

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

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

		MINIMUM RATE	SUPPLEMENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
		\$	\$	\$	\$
(1)	Stage Management Section				
	(a) Technical Stage Manager	500.40	8.00	203.00	711.40
	(b) Stage Manager	472.40	8.00	205.00	685.40
	(c) Assistant Stage Manager	390.00	8.00	203.00	601.00
(2)	Mechanical Department				
	(a) Workshop				
	(i) Head carpenter	460.40	8.00	205.00	673.40
	(ii) Carpenter	406.30	8.00	203.00	617.30
	(iii) Carpenter's assistant	357.50	8.00	203.00	568.50
	(b) Stage				
	(i) Head mechanist/head road manager	460.40	8.00	205.00	673.40
	(ii) Mechanist/head flyman/road manager	406.30	8.00	203.00	617.30
	(iii) Stage hand/flyman	357.50	8.00	203.00	568.50
	Loading for stage hands in charge of side/revolve truck: 8 per cent.				
(3)	Electrical/Lighting Department				
	(a) Head electrician	460.40	8.00	205.00	673.40
	(b) Electrician/main switchboard operator	406.30	8.00	203.00	617.30
	(c) Electrical hand	357.50	8.00	203.00	568.50

Loading for electrical hand who is required to operate spots/auxiliary switchboard/visual effects: 8 per cent.

(4)	Audio Department				
(a)	Head audio technician	460.40	8.00	205.00	673.40
(b)	Audio operator	406.30	8.00	203.00	617.30
(c)	Audio hand	357.50	8.00	203.00	568.50
	N.B. Where there is no separate audio department the audio operator/hand shall be classified under (3) Electrical/Lighting Department.				
(5)	Wardrobe Section				
(a)	Workshop				
(i)	Head of wardrobe	460.40	8.00	205.00	673.40
(ii)	Cutter/tailor/ wigmaker/milliner	406.30	8.00	203.00	617.30
(iii)	Seamstress/maintenance hand/buyer/costume jeweller	357.50	8.00	203.00	568.50
(b)	Stage				
(i)	Head of department	460.40	8.00	205.00	673.40
(ii)	Wardrobe hand/dresser/valet	406.30	8.00	203.00	617.30
(6)	Property Department				
(a)	Workshop				
(i)	Property master/mistress	460.40	8.00	205.00	673.40
(ii)	Property maker	406.30	8.00	203.00	617.30
(iii)	Property hand	357.50	8.00	203.00	568.50
(b)	Stage				
(i)	Property master/mistress	460.40	8.00	205.00	673.40
(ii)	Property hand	357.50	8.00	203.00	568.50
(7)	Art Department				
(a)	Scenic Artist	460.40	8.00	205.00	673.40
(b)	Assistant scenic artist	406.30	8.00	203.00	617.30
(c)	Artist's labourer	357.50	8.00	203.00	568.50
(8)	Services				
(a)	Receptionist/telephonist (enquiry clerk)	348.30	8.00	203.00	559.30
(b)	Firefighter				556.40
(c)	Utility person	349.40	8.00	203.00	560.40
(d)	Stage Door Keeper				556.40

(9)	Cleaners				
(a)	Head cleaner	371.50	8.00	203.00	582.50
(b)	Cleaner	364.10	8.00	203.00	575.10

Engaged by the hour (with a minimum payment as of three and a half hours).

	\$
8.00 a.m. to 6.00 p.m.	16.14
6.00 p.m. to midnight	23.85
midnight to 8.00 a.m.	31.56

(10)	Skilled labour not classified elsewhere	460.40	8.00	205.00	673.40
(11)	Unskilled labour not classified elsewhere				556.40
(12)	Additional Rates				

Persons employed as casuals in the following classifications shall be paid the specified hourly amounts in addition to the wage provided elsewhere:

	MINIMUM RATE	SUPPLEMENTARY PAYMENT	ASNA	TOTAL MINIMUM AWARD RATE
	\$	\$	\$	\$
Main switchboard operator	1.70			
Head flyman	1.52			
Person in charge of side	0.70			
(13) Front of House	\$	\$	\$	\$
(a) Senior Booking Office Supervisor	498.80	8.00	205.00	711.80
(b) Head Booking Clerk (i.e. one who supervises the staff)	467.00	8.00	205.00	680.00
(c) Booking Clerk (including party bookings)	438.90	8.00	203.00	649.90
(d) Ticket Seller	384.30	8.00	203.00	595.30
(e) Programme/concession sellers/ushers/ticket takers/cloakroom attendant	348.30	8.00	203.00	559.30

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

40. Theatrical Employees Entertainment, Sporting and Amusement Facilities (Western Australian Government) Award 1987
Schedule A - Rates of Payment: Delete this schedule and insert the following in lieu thereof:

SCHEDULE A – RATES OF PAYMENT

Classification	Hourly Rate of Pay
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	<u>Column</u> <u>A</u> \$	<u>Column</u> <u>B</u>	<u>ASNA</u>	<u>TOTAL</u>
(1) Attendant - General Duties: Cloakroom Attendant Gate Attendant Parking Attendant Turnstile Attendant Usher				13.91
(2) Barrier Attendant (Racing) Change Room Attendant Curtain Attendant Door Attendant Fence Attendant Kennel Attendant/Dog Leader Ride Operator Stalls Attendant (Racing) Ticket Collector/Examiner Track Attendant				13.91
(3) Scoreboard Operator Scratching Board Operator/ Writer (Racing)				13.91
(4) Parking Fee Collector Kennel Supervisor Programme Seller				13.91
(5) Change Cashier Gate Keeper Ticket/Token Seller Turnstile Operator				13.91
(6) Scales – Assistant Starter (Racing)				13.91
(7) Supervisor of less than 10 employees				13.91
(8) Supervisor of 10 or more employees				13.91

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

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

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

41. Watchmakers' and Jewellers' Award, 1970

Clause 8. - Wages: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) The minimum weekly rate of wage payable to adult employees covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder, on and from the commencement of the first pay period on or after 1 July 2007.

	Base Rate \$	Supple- mentary Payment\$	Arbitrated Safety Net Adjustments \$	Minimum Rates \$
(a) Watchmaker, Clockmaker watch and clock repairer	365.20	52.00	205.00	622.20
(b) Jeweller, setter, general jeweller's tradesman and engraver	365.20	52.00	205.00	622.20
(c) <i>Process Worker % of trade</i>				
<i>Grade 1 78</i>				528.40
<i>Grade 2 80</i>	292.16	36.80	203.00	531.96
<i>Grade 3 85</i>	310.42	40.60	203.00	554.02
