

AWARDS WITH WAGES LESS THAN THE STATE MINIMUM WAGE
WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

PARTIES	COMMISSION'S OWN MOTION	APPLICANT
	-v-	
	(NOT APPLICABLE)	RESPONDENT
CORAM	COMMISSION IN COURT SESSION CHIEF COMMISSIONER S J KENNER SENIOR COMMISSIONER R COSENTINO COMMISSIONER T KUCERA	
DATE	TUESDAY, 20 MAY 2025	
FILE NO.	CICS 7 OF 2025	
CITATION NO.	2025 WAIRC 00312	

Result General Order issued

Representation

Mr B Entrekin on behalf of the Honourable Minister for Industrial Relations

Mr C Harding on behalf of the Chamber of Commerce and Industry of Western Australia (Inc)

Mr G Hansen on behalf of UnionsWA

General Order

HAVING heard from Mr B Entrekin on behalf of the Honourable Minister for Industrial Relations, Mr C Harding on behalf of the Chamber of Commerce and Industry of Western Australia (Inc), and Mr G Hansen on behalf of UnionsWA, 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 29 May 2025.

By the Commission in Court Session

L.S. (Sgd.) S.J. KENNER

CHIEF COMMISSIONER S J KENNER

Schedule

1. **Aboriginal Communities and Organisations Western Australian Interim Award 2011**
SCHEDULE B – ANNUAL SALARIES: Delete this schedule and insert the following in lieu thereof:

SCHEDULE B – ANNUAL SALARIES

Year of Service	Rate Per Year (\$)
Level 1	
First year	47920
Second year	47920
Third year	47920
Fourth year	47920
Fifth year	47920
Level 2 (100% Base Rate)	53294
Level 3	57486
Level 4	62541
Level 5	
First year	66735
Second year	66735
Third year	66735
Fourth year	67478
Level 6	72368
Level 7 - Management Band A	78142
Level 8 - Management Band B	83482
Level 9 - Executive Band A	89689
Level 10 - Executive Band B	
First year	98640
Second year	101156
Third year	108446

2. **Animal Welfare Industry Award**
Clause 18. – RATES OF PAY: Delete subclause (1) of this clause and insert the following in lieu thereof:

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

Classification	\$ per week
Introductory (not exceeding 3 months)	918.60
Level 1 (87.4%)	946.20
Level 2 (92.4%)	961.20
Level 3 (Cert III) (100%)	1017.00

Level 4 (Cert IV) (110%)	1091.50
Level 5 (Diploma.) (119.4%)	1161.50

3. Bag, Sack and Textile Award

Clause 25. - 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 \$
Tradespersons				
Canvas and Vinyl Fabricator		397.60	589.80	987.40
Other Classifications				
(a) Bag and sack repairing machinist		339.70	578.90	918.60
(b) Labourers in bag and sack repairing sections		331.50	587.10	918.60
(c) Bag-making machinist		336.50	582.10	918.60
(d) Sailmaker (as defined)		369.80	583.00	952.80
(e) Manufacturer and/or repair of sails and ship's gear (including nets, fenders and rigging) and other articles that require the hand sewing of incomplete ropes by use of palm and needle:	First six months of employment on such work -	346.80	577.70	924.50
	Between six and twelve months of employment on such work	349.40	578.30	927.70
	After twelve months of employment on such work	354.10	579.30	933.40
(f) 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	339.90	578.70	918.60
	Between six and twelve months of employment on such work	342.60	576.70	919.30
	After twelve months of employment on such work	347.50	577.80	925.30
(g) Sewing machinist, cutter or repairer of canvas:	First six months of employment on such work -	339.90	578.70	918.60
	Between six and twelve months of employment on such work	342.60	576.70	919.30
	After twelve months of	347.50	577.80	925.30

(h) Sewing Machinist (bag)	employment on such work			
	First six months of employment on such work -	339.90	578.70	918.60
(i) All Others	Thereafter	342.60	576.70	919.30
		342.70	576.70	919.40

4. Bakers' (Metropolitan) Award No. 13 of 1987

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

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

Classification	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Award Rate
	\$	\$	\$	\$
Adults:				
Doughmaker	374.10	36.10	592.70	1002.90
Single Hand Baker	374.10	36.10	592.70	1002.90
Baker	365.20	38.80	591.40	995.40
Bakers' Assistant	310.20	21.30	587.10	918.60

5. 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	966.80
(b) Bespoke Bootmaker	966.80
(c) Boot Repairer	966.80

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.

6. Brick Manufacturing Award 1979

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

(1) (a) CLASSIFICATION:	Base Rate \$	Supplementary Payment \$	Total Rate \$
ADULT EMPLOYEES:			
Tunnel Kiln Operator	360.30	586.10	946.40
Machine Operator: Brick, Setting, Packing or Strapping	353.00	593.40	946.40

Kiln Car Decker in Charge	353.00	593.40	946.40
Refractory Moulder, Brick Cutter, Setter, Drawer, Off Bearer, Grinding Machine Operator, Brick Maker and Handler, Crucible Machine Operator	347.10	582.10	929.20
Burner	343.20	585.80	929.00
Powder Monkey	340.20	588.80	929.00
Hand Press Operator, Presser Fancy Bricks, Clay Hole Motor Loco Driver, Truck Loader, Loader Out to Trucks, Man Winding, Sorter, Packer, Strapper	339.10	579.50	918.60
Operator: Mixer, Weighbatcher Press, Sand Winning, Overhead Crane - After 2 months' service	350.60	578.40	929.00
Steam Curing Operator	335.40	593.60	929.00
Fork Lift Drivers	357.30	580.20	937.50
Front End Loaders:			
(i) 35 b.h.p.	336.60	582.00	918.60
(ii) 35 b.h.p. - 130 b.h.p.	347.10	581.90	929.00
(iii) Over 130 b.h.p.	349.80	587.60	937.40
All Others and Trainees during first two months' of service	324.10	594.50	918.60

7. Brushmakers' Award No. 30 of 1959

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 employees covered by this award shall be the base rate plus the Arbitrated Safety Net Adjustment (ASNA) Payment expressed hereunder:

	Base Rate	Arbitrated Safety Net Adjustments Rate	Minimum Rate
(a) Woodworking machinists whose work includes both making cutters and setting machines	357.10	580.10	937.20
(b) Automatic boring and filling machinist			
Filling machinists (hand filing)			
Twisted-in wire lathe operator (gauge of wire 10g. or more and soft coppered oval wire)			
Bench Drawing			
Feather Duster Maker			
Paint Brush Maker			
Person employed on lacquering and ducoing			
Hair Pan Hands			
Bass Pan Hands			
Bottle Brush Makers			
Finishers			
Millet Broom Makers			
Millet Broom Sewers			
Wood-working Machinists			

	Ducoers and Lacquerers			
	Sorters	345.40	577.40	922.80
(c)	Semi-automatic Boring and Filling Machinist			
	Boring Machinist (on) filling machines)			
	Broom and Brush Press Operator			
	Mop Press Operator			
	Mixing Machine Operator			
	Branding Machinist	341.50	577.10	918.60
(d)	Trimming Machinist and all Others	332.00	586.60	918.60

8. Building and Engineering Trades (Nickel Mining and Processing) Award, 1968

Clause 44. - RATES OF PAY AND CLASSIFICATION DEFINITIONS: Delete subclauses (1) and (2) of this clause and insert the following in lieu thereof:

(1) Classification and Wage Rates - Kambalda and Leinster Nickel Operations

(a) Engineering Employees -

(i) Engineering Employees Grade 1 (EEG1)

Not defined in Kambalda.

(ii) Engineering Employees Grade 2 (EEG2)

Semi-skilled employee comparable to former classifications of battery attendant, pipe fitter, etc.

(iii) Engineering Employees Grade 3 (EEG3)

Indentured tradespersons who satisfy all regulatory requirements or an EEG2 who has achieved a practical level of competency as approved by some regulatory control.

(iv) Engineering Employees Grade 4 (EEG4)

Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.

e.g. Boilermaker with basic fitting skills including basic hydraulic and pneumatic fitting and vice versa.

(v) Engineering Employees Grade 5 (EEG5)

Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required including primary skills, and can competently work largely unsupervised.

e.g. A Fitter/Turner who acquires qualifications and training to competently act as a Diesel Fitter.

A Boilermaker who becomes competent at more detailed fitting such as balancing, aligning, fault detecting, etc.

(vi) Engineering Employees Grade 6 (EEG6)

Indentured tradespersons who possess the same qualities as an EEG5, and are also capable of supervising a large work group. Generally fulfils the duties as Assistant/Acting Supervisor and are therefore by appointment only.

Award Wages	Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
EEG1	N/A		
EEG2	324.80	642.00	966.80
EEG3	372.40	594.40	966.80
EEG4	389.40	590.30	979.70
EEG5	404.10	593.90	998.00
EEG6	426.90	604.70	1031.60

The above new rates include allowance for the withdrawal of the multi-skilled over award payment. The above new rates for EEG4, EEG5 and EEG6 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

(b) Electrical Employees:-

(i) Electrical Employee Grade 1 (EEG1)

Not defined in Kambalda.

(ii) Electrical Employee Grade 2 (EEG2)

Semi-skilled employee comparable to former classifications such as battery fitter, linesperson (three years experience) etc.

(iii) Electrical Employee Grade 3 (EEG3)

A linesperson with more than three years experience or an indentured electrical fitter or installer.

(iv) Electrical Employee Grade 4 (EEG4)

An EEG3 who continually demonstrates superior knowledge and ability and is capable of handling difficult problems without immediate supervision and has obtained training in, and can practically apply various skills appropriate to other trades, or an indentured instrument fitter.

(v) Electrical Employee Grade 5 (EEG5)

An indentured electrical or instrumentation fitter/installer who has completed relevant post-trade courses conducing to cross-skilling of these disciplines, or an EEG4 who has obtained through experience and practice a high degree of competency in multi-disciplinary trade areas, and is capable of supervising work groups.

(vi) Electrical Employee Grade 6 (EEG6)

An Electrical Employee Grade 5 who is capable of supervising a large work group. Generally fulfils the duties as Assistant/Acting Foreperson is therefore by appointment only.

Award Wages	Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
EEG1	N/A		
EEG2	341.90	624.90	966.80
EEG3	372.40	594.40	966.80
EEG4	389.40	590.30	979.70
EEG5	404.80	593.90	998.70

EEG6	426.90	604.70	1031.60
------	--------	--------	---------

The above new rates include allowance for the withdrawal of the multi-skilled over award payment. The above new rates for EEG4, EEG5 and EEG6 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

(c) Building Employees -

(i) Building Employee Grade 1 (BEG1)

Not applicable at Kambalda Nickel Operations.

(ii) Building Employee Grade 2 (BEG2)

Not applicable at Kambalda Nickel Operations.

(iii) Building Employee Grade 3 (BEG3)

Indentured tradespersons who satisfy all regulatory requirements and who have achieved a practical level of competency as approved by some regulatory control.

(iv) Building Employee Grade 4 (BEG4)

Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.

(v) Building Employee Grade 5 (BEG5)

Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required including their primary skills, and can competently work largely unsupervised.

(vi) Building Employee Grade 6 (BEG6)

Indentured tradespersons who possess the same qualities as a BEG5, and are also capable of supervising a large work group. Generally fulfils the duties as assistant/acting supervisor and is therefore by appointment only.

Award Wages	Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
BEG1	N/A		
BEG2	N/A		
BEG3	363.20	603.60	966.80
BEG4	376.70	590.10	966.80
BEG5	389.60	590.40	980.00
BEG6	413.80	596.00	1009.80

The above new rates for BEG4, BEG5 and BEG6 also include allowance for the withdrawal of the award leading hand rates, 1, 2 and 3 respectively.

(2) Classification and Wage Rates - Windarra Nickel Project

(a) Engineering Employees -

(i) Engineering Employees Grade 1 (EEG1)

Newly appointed semi-skilled employees who have not yet shown the necessary site knowledge to be competent enough to move from area to area within the operation without assistance. An employee will not remain in this classification for more than three months. This is a new classification.

(ii) Engineering Employees Grade 2 (EEG2)

Semi-skilled employees who have been employed at the operation for more than three months and are comparable to the former classification of pipe fitter.

(iii) Engineering Employees Grade 3 (EEG3)

Indentured tradespersons who satisfy all regulatory requirements of Grade 2 employees and have who achieved practical levels of competency as approved by the regulatory authority.

(iv) Engineering Employees Grade 4 (EEG4)

Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision.

(v) Engineering Employees Grade 5 (EEG5)

Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required and can work largely unsupervised.

(vi) Engineering Employee Grade 6 (EEG6)

Indentured tradespersons who possess the same qualities as Grade 5 employees and are capable of organising and supervising a large work group. Generally fulfils the duties as Assistant/Acting Supervisor.

Award Wages	Rate \$	Arbitrated Safety Net Adjustment \$	Total Rate \$
EEG1	302.00	664.80	966.80
EEG2	327.60	639.20	966.80
EEG3	363.20	603.60	966.80
EEG4	377.10	589.70	966.80
EEG5	384.20	589.00	973.20
EEG6	390.40	590.60	981.00

The above new rates include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

(b) Electrical Employee -

(i) Electrical Employee Grade 1 (EEG1)

Newly appointed semi-skilled employees who have not yet shown the necessary site knowledge to be competent enough to move from area to area within the operation without assistance. An employee will not remain in this classification for more than three months. This is a new classification.

(ii) Electrical Employee Grade 2 (EEG2)

Semi-skilled employees who have been employed at the operation for more than three months and are comparable to the former classification of battery fitter.

(iii) Electrical Employee Grade 3 (EEG3)

A linesperson with more than three years experience or an indentured electrical fitter or installer.

(iv) Electrical Employee Grade 4 (EEG4)

A Grade 3 employee who continually demonstrates superior knowledge and ability and is capable of handling difficult problems without immediate supervision or an indentured instrument fitter.

(v) Electrical Employee Grade 5 (EEG5)

An indentured electrical or instrument fitter/installer who has completed relevant post-trade courses conducive to cross-skilling of these disciplines, or a Grade 4 employee who has obtained through experience and practice a high degree of competency in multi-disciplinary trade areas.

(vi) Electrical Employee Grade 6 (EEG6)

A Grade 5 employee who is capable of supervising a large work group and generally fulfils the duties as assistant/acting foreman.

Award Wages	Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
EEG1	302.00	664.80	966.80
EEG2	327.60	639.20	966.80
EEG3	363.20	603.60	966.80
EEG4	391.70	590.70	982.40
EEG5	404.80	593.90	998.70
EEG6	411.00	595.50	1006.50

The above new rates include allowance for the withdrawal of the award leading hand rates.

(c) Building Employees -

(i) Building Employee Grade 1 (BEG1)

Not applicable at Windarra Nickel Project.

(ii) Building Employee Grade 2 (BEG2)

Not applicable at Windarra Nickel Project.

(iii) Building Employee Grade 3 (BEG3)

Indentured tradespersons who satisfy all regulatory requirements and who have achieved a practical level of competency as approved by some regulatory control.

(iv) Building Employee Grade 4 (BEG4)

Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.

Award Wages	Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
BEG3	363.20	603.60	966.80
BEG4	376.70	590.10	966.80

The above new rate for BEG4 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

9. Building Trades and Labourers (General) Award

Clause 10. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

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

	Base Rate Per Week\$	Safety Net Adjustment\$	Total Rate Per Week\$
(a)			
(i) Bricklayers, stoneworkers, carpenters, joiners, painters, signwriters, glaziers, plasterers, plumbers, concrete tradesperson (Certificate III trade qualification), and stonemason as defined in Clause 6 of this award	376.20	587.00	963.20
(ii) Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	385.40	589.20	974.60
(iii) Joiner - Assembler A (as defined in Clause 6 of this award)	344.60	576.90	921.50
(iv) Joiner - Assembler B (as defined in Clause 6 of this award)	330.70	587.90	918.60
(b) Builders Labourers:-			
(i) Rigger	360.30	580.70	941.00
(ii) Drainer	360.30	580.70	941.00
(iii) Dogman	360.30	580.70	941.00
(iv) Scaffolder	345.00	577.10	922.10
(v) Powder Monkey	345.00	577.10	922.10
(vi) Hoist or Winch Driver	345.00	577.10	922.10
(vii) Concrete Finisher	345.00	577.10	922.10
(viii) Steel Fixer including tack welder	345.00	577.10	922.10
(ix) Operator Concrete Pump	345.00	577.10	922.10
(x) Bricklayer's Labourer	333.60	585.00	918.60
Plasterer's Labourer	333.60	585.00	918.60
Assistant Powder Monkey	333.60	585.00	918.60
Assistant Rigger	333.60	585.00	918.60
Demolition Worker			
(after three months' experience)	333.60	585.00	918.60
Gear Hand	333.60	585.00	918.60
Pile Driver	333.60	585.00	918.60
Tackle Hand	333.60	585.00	918.60
Jackhammer Hand	333.60	585.00	918.60
Mixer Driver (concrete)	333.60	585.00	918.60
Steel Erector	333.60	585.00	918.60
Aluminium Alloy Structural Erector	333.60	585.00	918.60
Gantry Hand or Crane Hand	333.60	585.00	918.60
Crane Chaser	333.60	585.00	918.60

Concrete Gang including Concrete Floater	333.60	585.00	918.60
Steel or Bar Bender to pattern or plan	333.60	585.00	918.60
Concrete Formwork Stripper	333.60	585.00	918.60
Concrete Pump Hose Hand	333.60	585.00	918.60
(xi) Builder's Labourers employed on work other than specified in classifications (i) to (x)			918.60

10. 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			918.60
2			918.60
3	364.60	554.00	918.60
4	385.50	549.70	935.20
5	417.20	557.20	974.40
6	438.10	562.30	1000.40

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.

11. Cleaners and Caretakers (Car and Caravan Parks) Award 1975

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

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Award Rate \$
(1) (a) Adult Employees			
Caretaker	357.20	580.20	937.40
Cleaner	340.60	578.00	918.60
Watchman	338.30	580.30	918.60
Parking Attendant	336.10	582.50	918.60

12. Cleaners and Caretakers Award, 1969

Clause 3.1 - WAGES: Delete subclause 3.1.1(1) of this clause and insert the following in lieu thereof:

- 3.1.1 The minimum total rate of wage payable under this award shall be as follows:

(1) Classification	Base Rate \$	Arbitrated Safety Net Adjustment \$	Award Rate \$
Attendant	331.70	586.90	918.60

Lift Attendant	336.10	582.50	918.60
Security Guard	338.30	580.30	918.60
Rest Room/Toilet Attendant	338.80	579.80	918.60
Security Guard / Cleaner	339.40	579.20	918.60
Cleaner	340.60	578.00	918.60
Window Cleaner	346.10	577.40	923.50
Security Guard (mobile)	354.20	579.30	933.50
Caretaker	357.20	580.20	937.40

13. Clothing Trades Award 1973

Clause 18A. – RATES OF PAY POST TRANSITION PERIOD: Delete subclause (2)(a) of this clause and insert the following in lieu thereof:

(2) Skill Based Classification Structure

- (a) The following wage schedule will operate from the beginning of the first pay period commencing on or after 1 July 2024.

Skill Level	Relativity to Skill Level 4	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Award Rate
Trainee	78	299.50	25.90	593.20	918.60
1	82	314.30	27.80	576.50	918.60
2	87.4	334.00	30.60	581.80	946.40
3	92.4	345.70	39.80	586.90	972.40
4	100	358.30	58.90	599.80	1017.00
5	Na	376.30	82.60	613.30	1072.20

14. Club Workers' Award

Clause 21. – WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) The following shall be the minimum fortnightly rates of wage payable to full-time employees covered by this award –

Level	Classification	\$ per Fortnight
Level 1	Introductory	1837.20
	Food & Beverage Attendant Grade 1	
	Kitchen Attendant Grade 1	
	Guest Services Grade 1	1837.20
Level 2	Gardener	
	General Hand	
	Yardman	
	Food & Beverage Attendant Grade 2	
	Cook Grade 1	
	Kitchen Attendant Grade 2	
Level 3	Night Porter	1899.20
	Storeperson Grade 1	
	Doorperson/Security Officer Grade 1	
	Guest Services Grade 2	
	Food & Beverage Attendant Grade 3	
	Cook Grade 2	

	Kitchen Attendant Grade 3	
	Guest Services Grade 3	1944.70
	Storeperson Grade 2	
	Timekeeper/Security Officer Grade 2	
	Handyperson	
	Forklift Driver	
Level 4	Cook Grade 3	
	Storeperson Grade 3	
	Food & Beverage Attendant Grade 4 (Tradesperson)	2034.00
	Guest Service Grade 4	
Level 5	Cook Grade 4	
	Food & Beverage Supervisor	2144.80
	Guest Services Supervisor	
Level 6	Cook Grade 5	2195.00

15. Commercial Travellers and Sales Representatives' Award 1978

Clause 7. - 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 employees covered by this award with effect from the beginning of the first pay period commencing on or after 1 July 2024.

(a)	Base Rate \$	Arbitrated Safety Net Adjustments \$	Award Rate \$
(i) Commercial Traveller/Sales Representative	417.20	599.80	1017.00
(ii) Country Traveller/Sales Representative	451.60	611.20	1062.80

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) During the first three months in the industry in which the employer is engaged, an employee classified in (i) or (ii) above, shall be paid 85% of the appropriate rate of pay rounded to the nearest ten cents.
- (c)
- | | | |
|------|--|--------|
| (i) | Probationary Commercial Traveller/Sales Representative | 918.60 |
| (ii) | Probationary Country Traveller/ Sales Representative | 918.60 |

The above "Probationary" rates are calculated by taking 85% of the appropriate rate in paragraph (a) above and rounding to the nearest ten cents.

16. Dairy Factory Workers' Award 1982

Clause 29. - WAGES: 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 expressed hereunder as a base rate, supplementary payment and arbitrated safety net adjustments: -:

		Base rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate
(a)	<u>Dairy Production Worker - Grade I</u>				
	A new employee with less than three months of employment in the industry who performs routine duties under supervision	284.70	40.70	593.20	918.60
(b)	<u>Dairy Production Worker - Grade II</u>				
	Shall mean an employee classified as such engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties under supervision beyond the skills of a Grade I employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
	<u>Special Duties - Grade II</u>				
	Recrater/Decrater	314.00	44.80	580.50	939.30
	Cool Room Hand				
	Wheeler				
	Yard Person				
	Auto Cutting, (Cheese Section)				
	Spotter				
	Hand Packer				
	Machine Feeder				
	Hand Conveyor Loader				
	Box Maker				
	Powdered Milk Bagger				
	Cleaner (General)				
(c)	<u>Dairy Production Worker - Grade III</u>				
	Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties with routine supervision, beyond the skills of a Grade II employee and who, may, be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
	<u>Special Duties - Grade III</u>				
(i)	Mobile Electric Milk Crate Lifter	321.20	45.90	582.60	949.70
(ii)	Cheese Room Hand (Machine Operator)				
(iii)	Mill Attendant (Casein/Cheese Manuf. Plants)				
(iv)	Separator Operator				
(v)	Freezer Room Hand				

- (vi) Laboratory Assistant
- (vii) Bulk Bag Operator (Milk Section)
- (viii) Separator Operator (Cheese)
- (ix) Pickers
- (x) Despatch Hands
- (xi) Cleaning/Machine Operator
- (xii) Milk Receiver and Sampler

(d) Dairy Production Worker - Grade IV

Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to carry out duties beyond the skills of a Grade III employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained

<u>Special Duties - Grade IV</u>	328.60	46.90	584.40	959.90
Pasteuriser (HTST)				
Separator and/or Mix Maker				
Machine Operator (Cup)				
Tester and Grader				
Cream Grader (Single)				
Cream Tester (Single)				
Assist. Cheese maker				
Pasteuriser Operator (Cheese)				
Butter Cutter (in charge of machine)				
Vacreator Operator				
Tester and Grader (Casein Certificated)				
Casein Maker				
Continuous Evaporator (Dryer Operator)				
Machine Operator (Single)				
Blow Moulder Operator				
Reverse Osmosis and/or Ultra				
Filtration Operator				
Blender/Mix Maker				
Butter Maker				
Despatch (Multiple Function)				
Boiler Attendant				

(e) Dairy Production Worker - Grade V

Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties beyond the skills of a Grade IV employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained

Special Duties - Grade V

Technical Assistant (Unqualified)	343.20	49.00	588.30	980.50
Butter Maker with Certificate				
Machine Operator (Multiple)				
Auto Form – Fill Aspective Machine				
Blow Moulder Operator (Advanced)				
Stores (Advanced)				
Process Controller (UHT, Ultra Clean, Pasteuriser)				

(f) Dairy Production Worker - Grade VI

Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties, beyond the skills of a Grade V employee, and who, may be required to regularly carry out at least one of the specific duties listed hereunder for which they have been suitably trained –

Special Duties - Grade VI

(i)	Technical Assistant (Qualified)	350.40	50.10	590.50	991.00
(ii)	Cheese Maker (Qualified - up to 2 varieties)				
(iii)	Process Controller (Advanced)				
	Automated Batchmaking and Computerised Plant				

(g) Dairy Production Worker - Grade VII

Shall mean an employee who is classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties beyond the skills required of a Dairy Production Worker - Grade VI and who, may be required to regularly carry out at least one of the specific duties listed hereunder for which they have been suitably trained –

Special Duties - Grade VII

(i)	Laboratory Technician				
(ii)	Cheese Maker (Advanced - more than 2 varieties)	365.20	52.00	599.80	1017.00

- (h) (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.

17. Dental Technicians' and Attendant/Receptionists' Award, 1982

Clause 7. - WAGES: Delete subclauses (2) and (4) of this clause and insert the following in lieu thereof:

- (2)
- | | | | | |
|-----|-----------------------|--------|---------|---------|
| (a) | Laboratory Assistants | 720.80 | 1116.40 | 1837.20 |
|-----|-----------------------|--------|---------|---------|
- (b) Junior Laboratory Assistants - percent of adult rate
- | | |
|-----------------------|-----|
| Under 16 year of age | 48% |
| 16 to 17 years of age | 58% |
| 17 to 18 years of age | 69% |
| 18 to 19 years of age | 82% |
| 19 to 20 years of age | 93% |
| 20 to 21 years of age | 99% |

			CURRENT	ASNA	NEW
(4)		Assistants Attendants and Attendant/Receptionists			
	(a)	Dental Attendants and/or Receptionist	720.80	1116.40	1837.20
	(b)	Dental Assistants	735.20	1102.00	1837.20
	(c)	Senior Dental Attendant and/or Receptionist	737.80	1099.40	1837.20
	(d)	Senior Dental Assistant	752.20	1085.00	1837.20

- (e) Junior Dental Assistants, Attendants and Attendant/Receptionist percent of relevant adult rate
- | | |
|-----------------------|-----|
| Under 16 years of age | 48% |
| 16 to 17 years of age | 58% |
| 17 to 18 years of age | 69% |
| 18 to 19 years of age | 82% |
| 19 to 20 years of age | 93% |
| 20 to 21 years of age | 99% |

18. The Draughtsmen's, Tracers', Planners' and Technical Officers' Award 1979

Clause 7. - WAGES: Delete subclause (2) of this clause and insert the following in lieu thereof:

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

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

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

	Wage Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Adult Tracers	\$	\$	\$
First year of experience	331.70	586.90	918.60
Thereafter	343.80	576.90	920.70

19. 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) - | ASNA |
| | All adults engaged in production | \$966.80 |

20. Drum Reclaiming Award**Clause 25. - RATES OF PAY: Delete subclause (1) of this clause and insert the following in lieu thereof:**

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

	Base Rate \$	ASNA \$	Minimum Rate
Painting and incidental duties	348.30	577.90	926.20
Chiming, shaping, internal lacquering, rumbling, cleaning, classifying and drum inspecting, stencilling with a spray gun, spray painting	341.70	576.90	918.60
Yard Hands	331.50	587.10	918.60

21. Dry Cleaning and Laundry Award 1979**Clause 30. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:**

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

		Minimum Rate \$	STRUCTURAL EFFICIENCY ADJUSTMENT \$
A	Tradesperson Dry Cleaner/ in charge of machinery maintenance and/or boiler	1022.00	15.00
B	"Invisible" Mender Tailor or Tailoress	975.20	15.00
C	Presser Receiver and Despatcher in Charge (namely a person in charge of a depot and responsible for the keeping of records and responsible for cash) Cleaner (Operating Dry Cleaning Machine)	931.80	12.50
D	Repairer (other than Tailor or Tailoress)	931.80	12.50

	Spotter		
	Presser (Off-set Press)		
	Hand Ironer		
	Receiver and/or Despatcher		
E	Wet Cleaner	921.60	12.50
	Steam Air Finisher		
	Examiner of Garments		
	Assembler of Garments		
	Sorter of Garments		
F	All other Adult Employees	918.60	10.00

Provided that a person employed in any area of operation of this Award who is required to be solely accountable for all aspects of a self-contained dry cleaning establishment including the receiving of garments and articles, the cleaning, spotting, pressing, packaging and despatch of garments and articles, the handling of moneys, the keeping of records and the maintenance of the establishment shall be paid at a rate of not less than the rate prescribed in this table for the Tradesperson Dry Cleaner. Provided that in such a case all receivers and despatchers in that establishment shall be paid in accordance with the rates prescribed for Group D of such table.

(b) Laundering Industry:

Classification	Minimum Rate Per Week \$
Laundry Employee - Grade 1	918.60
Laundry Employee - Grade 2	918.60
Laundry Employee - Grade 3	949.60
Laundry Employee - Grade 4	959.60

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

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

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

22. 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 ADJUSTMENT \$	TOTAL RATE PER WEEK\$
PART 1				
(a)	Engine Driver operating winch from pile driving rig net on pile driving	384.60	534.00	918.60
(b)	All stationary steam engine drivers whose work requires first or second class certificate	392.90	529.10	922.00
(c)	All other stationary steam engine drivers whose work requires third class certificate	379.70	538.90	918.60
(d)	Drivers of Internal Combustion Engines –			
	(i) if under 250 b.h.p.	388.50	530.10	918.60
	(ii) if 250 b.h.p. or over	395.70	529.80	925.50
(e)	Locomotive fireman	379.20	539.40	918.60
(f)	Boiler Attendant -			
	(i) attending one boiler			918.60
	(ii) attending two boilers	377.40	541.20	918.60
(g)	Driver of steam crane	386.10	532.50	918.60
(h)	Scotch Derrick power crane	405.30	532.20	937.50
(i)	Compressor driver over 30 h.p.	373.70	544.90	918.60
(j)	Driver of Wayne Road Sweeper	397.60	530.30	927.90
(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

23. 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	551.80	1017.00
Level F4	92.4%	429.80	537.90	967.70
Level F3	87.4%	406.60	532.40	939.00
Level F2	82%	381.50	537.10	918.60
Level F1				918.60

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

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

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

24. Electronics Industry Award No. A 22 of 1985

PART I. - GENERAL, Clause 33. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

(1) (a) Adults

	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Electronic Technician (Grade III)	537.50	636.60	1174.10
Electronic Technician (Grade II)	463.30	612.30	1075.60
Electronic Technician (Grade I)	442.20	608.10	1050.30
Electronic Serviceperson	418.90	600.50	1019.40
Installer	375.90	584.60	960.50
Serviceperson's Assistant	357.90	580.20	938.10
Assembler (1)	352.60	579.10	931.70
Assembler	331.50	587.10	918.60
Trainee Installer			918.60

- (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.

PART II. - CONSTRUCTION WORK, Clause 10. - WAGES: Delete subclause (3) of this clause and insert the following in lieu thereof:

(3) (a) CLASSIFICATIONS

	Rate Per Week	Special Payment	Arbitrated Safety Net Adjustment	Total Rate Per Week
Electronic Technician (Grade III)	537.50	31.50	646.80	1215.80
Electronic Technician (Grade II)	463.30	26.90	621.10	1111.30
Electronic Technician (Grade I)	442.20	25.40	613.70	1081.30

Electronic Serviceperson	418.90	24.00	608.20	1051.10
Installer	375.90	18.10	589.00	983.00
Trainee Installer (90% of Installer)	338.30	16.30	564.00	918.60

25. 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	604.70	966.80
	(b) Steam Engine Drivers:				
	(i) whose work requires 1st or 2nd class certificate	341.30	16.80	608.70	966.80
	(ii) whose work requires a 3rd class certificate				966.80
	I Internal Combustion Engine Drivers:				
	(i) 180 kW brake power or over	344.20	16.80	605.80	966.80
	(ii) 35 kW brake power or over but under 180 kW brake power				966.80
	(iii) under 35 kW brake power				966.80
	(d) Electric Motor Attendant:				
	(i) on motors over 180 kW power	339.60	16.80	610.40	966.80
	(ii) on motors 70 kW power to 180 kW power inclusive				966.80
	(iii) on motors under 70 kW power				966.80
	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				966.80
	(f) Fireperson:				
	(i) Attending one boiler				966.80

	(ii) attending two or more boilers				966.80
	(g) Trimmer				966.80
	(h) Scotch Derrick Crane Driver	347.40	16.80	602.60	966.80
	(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act				966.80
	(j) Mobile Crane Driver				
	(i) lifting capacity up to and including 5 tonnes	339.60	13.80	613.40	966.80
	(ii) lifting capacity over 5 tonnes but not exceeding 10 tonnes	344.10	16.80	605.90	966.80
	(iii) lifting capacity over 10 tonnes but not exceeding 20 tonnes	349.90	19.90	597.00	966.80
	(iv) lifting capacity over 20 tonnes but not exceeding 40 tonnes	360.20	23.10	588.80	972.10
	(v) lifting capacity over 40 tonnes but not exceeding 80 tonnes	366.30	26.00	590.80	983.10
	(vi) lifting capacity in excess of 80 tonnes	373.90	28.00	593.20	995.10
	(k) Excavator Driver:				
	(i) up to .5m ³	350.00	19.90	596.90	966.80
	(ii) over .5 m ³ and up to and including 2.25m ³	353.30	21.50	592.00	966.80
	(iii) over 2.25 m ³	364.00	24.80	590.30	979.10
	(l) Tractors - while using power operated attachments:				
	(i) up to 35 kW brake power				966.80
	(ii) over 35 kW brake power to 70 kW brake power	344.20	16.80	605.80	966.80
	(iii) over 70 kW brake power to 110 kW brake power	350.00	19.90	596.90	966.80
	(iv) over 110 kW brake power	353.30	21.50	592.00	966.80
	(m) Loader, front end or overhead - Appropriate Tractor Margin				

	(n) Grader self propelled				
	(i) over 70 kW brake power	364.00	24.80	590.30	979.10
	(ii) 35 to 70 kW brake power inclusive	353.30	21.50	592.00	966.80
	(iii) under 35 kW brake power	350.00	19.90	596.90	966.80

26. Engine Drivers' (Gold Mining) Consolidated Award, 1979

SCHEDULE 1. - WAGES: Delete subclause (1) of this schedule and insert the following in lieu thereof:

- (1) The minimum rate of wages payable to workers covered by this award shall be:-

Classification:		Award Base Rate \$	ASNA \$	Total \$
(a)	Winding Engine Driver	356.70	610.10	966.80
(b)	Locomotive Engine Drivers on Mines	327.10	639.70	966.80
(c)	Excavators driven by electricity or internal combustion -			
	(i) up to 3/4 cubic yards	330.40	636.40	966.80
	(ii) over 3/4 cubic yards	335.20	631.60	966.80
(d)	Drivers of suction gas and other internal combustion engines -			
	(i) if under 50 bhp	320.60	646.20	966.80
	(ii) if 50 bhp or over	329.20	637.60	966.80
(e)	Drivers of suction gas and other internal combustion engines in power houses including electric generating engines and/or air compressors -			
	(i) Exceeding 500 bhp -			
	(aa) Shift Engine Driver in charge	334.10	632.70	966.80
	(bb) Other Engine Drivers on shift	332.30	634.50	966.80
	(ii) Exceeding 2000 bhp -			
	(aa) Shift Engine Driver in charge	338.30	628.50	966.80

	(bb) Other Engine Drivers on shift	332.30	634.50	966.80
	Exceeding 5000 bhp -			
	(aa) Shift Engine Driver in charge	340.30	626.50	966.80
	(bb) Other Engine Drivers on shift	332.30	634.50	966.80
	(iv) Exceeding 8000 bhp -			
	(aa) Shift Engine Driver in charge	342.70	624.10	966.80
	(bb) Other Engine Drivers on shift	332.30	634.50	966.80
	(v) Exceeding 14000 bhp -			
	(aa) Shift Engine Driver in charge	344.80	622.00	966.80
	(bb) Other Engine Drivers on shift	332.30	634.50	966.80
(f)	If an engine driver also attends to an electric generator or dynamo exceeding 10 kilowatt capacity he/she shall be paid an additional sum of \$14.20 per week.			
(g)	If an engine driver also attends to a switchboard he/she shall be paid an additional sum of \$4.10 per week.			
(h)	If an engine driver also attends to a refrigerating and/or air compressor or compressors, he/she shall be paid an additional \$14.20 per week.			
(i)	Engine Greasers or Cleaners (Powerhouse)	310.80	656.00	966.80
(j)	Lube Oil - Fuel Oil Attendant	310.80	656.00	966.80
(k)	Electric Air Compressor Drivers	315.90	650.90	966.80
(l)	Electric Locomotive or Tractor Drivers	318.70	648.10	966.80
(m)	Drivers of Mobile Cranes -			
	Lifting capacity up to and including five tons	327.00	639.80	966.80

Lifting capacity over five tons	331.00	635.80	966.80
---------------------------------	--------	--------	--------

The above wages are payable under a contract of weekly service.

27. Engine Drivers' (Nickel Mining) Award 1968

SCHEDULE 1. - WAGES: Delete subclause (1) of this schedule and insert the following in lieu thereof:

(1) KAMBALDA NICKEL OPERATIONS

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total \$
Plant Controller Grade 1 Semi skilled employee comparable to former classification of Engine Greaser.	318.50	648.30	966.80
Plant Controller Grade 2 Semi skilled employee comparable to former classification of Mobile or Electrical Air Compressor Driver and Locomotive Engine Driver (Surface).	335.30	631.50	966.80
Plant Controller Grade 3 An employee who has acquired a Mobile Crane Drivers ticket and operates a crane with the capacity of less than 20 tonnes.	343.10	623.70	966.80
Plant Controller Grade 4 An employee who has acquired a Mobile Crane Drivers ticket and operates a crane with the capacity of more than 20 tonnes.	362.15	604.65	966.80
OR			
An employee who is a certificated Winding Engine Driver and is conversant and competent to operate all types of winders on the lease. In addition the duties will include the cleaning of the Winder cabin including the window.	368.30	598.50	966.80
Plant Controller Grade 5 An employee who is the holder of an Engine Drivers ticket relevant to drive internal combustion engines in Power Houses including Electric Generating and for Air Compressors and attending a Switchboard.	386.55	580.25	966.80

28. Engine Drivers' Minerals Production (Salt) Industry Award, 1970

Clause 26. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

(1) The minimum rates of wages payable to workers covered by this award shall be:

Classification:	Total Wage Rate \$
(a) Turbine Driver	966.80
(b) Steam Engine Drivers -	
(i) whose work requires 1st or 2nd class certificate	966.80
(ii) whose work requires a 3rd class certificate	966.80

(c) Internal Combustion Engine Drivers -	
(i) 180 kw brake power or over	966.80
(ii) 35 kw brake power or over but under 180 kw brake power	966.80
(iii) under 35 kw brake power	966.80
(d) Electric Motor Attendant -	
(i) on motors over 180 kw power	966.80
(ii) on motors 70 kw power to 180 kw power incl	966.80
(iii) on motors under 70 kw power	966.80
Where a worker attends to two or more motors he 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 name plate	
(e) Greaser or Oiler	966.80
(f) Firemen	
(i) attending one boiler	966.80
(ii) attending two or more boilers	966.80
Where two or more firemen are employed on one shift, one fireman shall be paid ten cents per shift extra.	
(g) Trimmer	966.80
(h) Scotch Derrick Crane Driver	966.80
(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act	966.80
(j) Mobile Crane Driver -	
(i) lifting capacity up to and including 5 t	966.80
(ii) lifting capacity over 5 t but not exceeding 10 t	966.80
(iii) lifting capacity over 10 t but not exceeding 20 t	966.80
(iv) lifting capacity over 20 t but not exceeding 40 t	966.80
(v) lifting capacity over 40 t but not exceeding 80 t	966.80
(vi) lifting capacity in excess of 80 t	966.80
(k) Excavator Driver -	
(i) up to .5m ³	966.80
(ii) over .5m ³ and up to and including 2.25m ³	966.80
(iii) over 2.5m ³	966.80

29. Engineering Trades (Government) Award, 1967 Award Nos. 29, 30 and 31 of 1961 and 3 of 1962
FIRST SCHEDULE - WAGES: Delete subclause (2) of this schedule and insert the following in lieu thereof:

(2)

Classification:	On Engagement \$	Safety Net Adjustment \$	Total Rate \$
C5 Advanced Engineering Tradesperson -level II	566.80	646.00	1212.80
C6 Advanced Engineering Tradesperson -Level I	545.00	638.90	1183.90
C7 Engineering Tradesperson Special Class - Level II	501.40	624.70	1126.10
C8 Engineering Tradesperson Special Class - Level I	479.60	617.70	1097.30
C9 Engineering Tradesperson - Level II	457.80	613.20	1071.00

C10 Engineering Tradesperson - Level I/Production Systems Employee	436.00	606.10	1042.10
C11 Engineering Employee - Level IV	402.90	590.90	993.80
C12 Engineering Employee - Level III	381.10	585.70	966.80
C13 Engineering Employee - Level II	357.50	580.20	937.70
C14 Engineering Employee - Level I	340.10	578.50	918.60

FIFTH SCHEDULE - BUILDING MANAGEMENT AUTHORITY WAGES AND CONDITIONS: Delete subclause (5)(a) of this schedule and insert the following in lieu thereof:

(5) Wages:

- (a) The wages for Building Management Authority employees from the beginning of the first pay period commencing on or after 1 July 2024 will be as follows:

Classification	On Engagement \$	Safety Net Adjustment \$	Total Rate Per Week \$
Engineering Tradesperson:			
Level 4 - Group A	492.60	621.80	1114.40
Group B	502.30	625.00	1127.30
Group closed	511.70	628.10	1139.80
Level 3A	465.40	612.80	1078.20
Level 3B	457.70	613.10	1070.80
Level 2	442.00	608.00	1050.00
Level 1	436.00	606.10	1042.10
Engineering Employee			
Level 4 - Group A	406.20	591.70	997.90
Group B	392.70	588.40	981.10
Group C	384.20	586.50	970.70
Group D	381.70	585.90	967.60
Level 3	370.00	583.20	953.20
Level 2	363.00	581.40	944.40
Level 1	341.90	576.70	918.60
Classification	After One Year of Service \$	Safety Net Adjustment \$	Total Rate Per Week
Engineering Tradesperson:			
Level 4 - Group A	498.60	623.60	1122.20
Group B	508.30	627.20	1135.50
Group C	517.70	627.40	1145.10
Level 3A	471.10	614.90	1086.00
Level 3B	462.60	612.10	1074.70
Level 2	447.30	609.90	1057.20
Level 1	441.20	607.70	1048.90
Engineering Employee:			
Level 4 - Group A	411.10	593.00	1004.10
Group B	397.10	589.70	986.80
Group C	388.20	587.40	975.60
Group D	383.90	586.50	970.40
Level 3	374.50	584.30	958.80
Level 2	367.10	582.60	949.70
Level 1	346.00	577.40	923.40

Classification	After Two Years of Service \$	Safety Net Adjustment \$	Total Rate Per Week \$
Engineering Tradesperson:			
Level 4 - Group A	503.60	625.40	1129.00
Group B	513.30	628.60	1141.90
Group C	523.10	631.90	1155.00
Level 3A	475.50	616.10	1091.60
Level 3B	467.30	613.70	1081.00
Level 2	451.50	611.10	1062.60
Level 1	445.60	609.00	1054.60
Engineering Employee			
Level 4 - Group A	415.00	593.90	1008.90
Group B	401.10	590.50	991.60
Group C	391.90	588.20	980.10
Group D	386.90	587.10	974.00
Level 3	378.00	585.00	963.00
Level 2	370.80	583.40	954.20
Level 1	349.10	578.20	927.30

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. Enrolled Nurses and Nursing Assistants (Private) Award No. 8 of 1978

Clause 30. - WAGES: Delete subclause (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			918.60
2nd year of training			918.60
(b) Enrolled Nurse Level One			
1st year of employment	419.10	600.50	1019.60
2nd year of employment	424.10	602.20	1026.30
3rd year of employment and thereafter	435.00	605.50	1040.50
(c) Enrolled Nurse Level Two			
1st year of employment	428.20	603.60	1031.80

2nd year of employment	433.30	605.20	1038.50
3rd year of employment and thereafter	444.10	608.60	1052.70
(d) Enrolled Nurse Level Three	456.30	612.80	1069.10
(e) Nursing Assistant (at 19 years of age and over)			
1st year of employment	377.70	584.90	962.60
2nd year of employment	388.00	587.40	975.40
3rd year of employment and thereafter	398.50	589.90	988.40

- (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.

31. Farm Employees' Award

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

- (1) Adult Employees:

	TOTAL \$
Farm Hand	
(a) With less than twelve months experience in the Industry	24.17
(b) With twelve months experience in the industry	24.17
(c) General Farm Hand	24.17

- (d) Tradesperson 24.17

32. Food Industry (Food Manufacturing or Processing) Award

Clause 31. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

		TOTAL Rate Per Week\$
(1)	Section One to Six as Defined:	
	Level 1	78% 918.60
	Level 1A	80% 918.60
	Level 2	82% 918.60
	Level 3	87.4% 946.40
	Level 4	92.4% 972.40
	Level 5	100% 1017.00

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

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

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

33. Fruit and Produce Market Employees Award No. 50 of 1955

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

(1)	Adults	Operative from the beginning of the first pay period commencing on or after 1 July 2024	
			\$
	Storemen		966.80
	Head Storemen		966.80

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 Fruit Growing and Fruit Packing Industry Award

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

Rate Per
Week

\$Total

(1) Fruit Packing and Sorting

(a) Trainee Packer & Trainee Sorter	966.80
(b) Competent Packer (as defined) & Sorter	966.80
(c) Shed Hand	966.80

(2) Fruit Growing and Picking:

(a) Orchard Hand (General)	966.80
(b) Orchard Hand (Machine Operator)	966.80

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)	36.26
(b) Orchard Hand (Machine Operator)	36.26

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	48.34
(b) Orchard Hand (Machine Operator)	48.34

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. Furniture Trades Industry Award

Clause 8. - WAGES: Delete subclause (2) of this clause and insert the following in lieu thereof:

(2) Wages

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

Total Minimum Rate\$

(a) Furniture Making Employee - Group 1	918.60
Furniture Making Employee - Group 2	918.60
Furniture Making Employee - Group 3	946.40
Furniture Making Employee - Group 4	972.40
Furniture Making Employee - Group 5	1017.00
Furniture Making Employee - Group 6	1044.80
Furniture Making Employee - Group 7	1072.20

- (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.

36. Gate, Fence and Frames Manufacturing Award

FIRST SCHEDULE - WAGES: Delete subclause (1) of this schedule and insert the following in lieu thereof:

- (1) (a) Adult Employees:

	Rate Per Week	Supplementar y Payment	Safety Net Adjustment Payment	Total Rate Per week
Machinist (Wire) "A"	333.30	23.30	580.00	936.60
Machinist (Wire) "B"	320.70	18.60	579.30	918.60
Machinist (Wire) Assistant	314.30	17.50	586.80	918.60
Framer "A"	333.30	23.30	580.00	936.60
Framer "B"	310.40	17.50	590.70	918.60
Process Employee	310.40	17.50	590.70	918.60
Wirer	310.40	17.50	590.70	918.60
Welder "A"	363.20	34.10	589.70	987.00
Welder "B"	316.10	18.60	583.90	918.60
Welder "C"	312.00	17.50	589.10	918.60
Painter of Iron Work	319.30	18.60	580.70	918.60
Erector	316.10	18.60	583.90	918.60
Erector's Assistant	310.40	17.50	590.70	918.60
Tool and Material Storeperson	323.10	20.10	576.70	919.90
Tradesperson	363.20	34.10	589.70	987.00
Mechanical Tradesperson- Special Class	386.90	39.00	602.70	1028.60

- (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.

37. Golf Link and Bowling Green Employees' Award, 1993

Clause 27. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

CLASSIFICATIONS

Total Rate Per Fortnight

	\$
(1) Adult Employees	
Trainee	1837.20
Groundsperson Grade 1	1837.20
Groundsperson Grade 2	1837.20
Assistant Greenkeeper	1867.20
Greenkeeper Tradesperson Grade 1	2034.00
Greenkeeper Tradesperson Grade 2	2060.00

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

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

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

38. Health Attendants Award, 1979

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

	Base Rate Per Week\$	Arbitrated Safety Net Adjustments\$	Minimum Weekly Rate\$
(1) Adult Employees:			
Instructor/ess Controller	363.30	581.40	944.70
Instructor/ess	350.70	578.50	929.20
Masseur/Masseuse	350.70	578.50	929.20
Health Attendant	337.10	581.50	918.60

39. The Horticultural (Nursery) Industry Award No. 30 of 1980

Clause 5. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

(1) Adult Employees	Rate Per Week \$
Trainee	918.60
Horticultural Employee Grade 1	918.60
Horticultural Employee Grade 2	918.60
Horticultural Employee Grade 3	923.30
Horticultural Tradesperson Grade 1	993.10
Horticultural Tradesperson Grade 2	1021.20
Horticultural Tradesperson Advanced	1047.70

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

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

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

APPENDIX 1. – MAKE UP OF TOTAL WAGE: Delete subclause (1) of this appendix and insert the following in lieu thereof:

(1) Adult Employees

	Base Rate\$	Arbitrated Safety Net Adjustments\$	Total Rate\$ from the beginning of the first pay period commencing on or after 1 July 2024
Trainee			918.60
Horticultural Employee Grade 1			918.60
Horticultural Employee Grade 2	346.07	572.53	918.60
Horticultural Employee Grade 3	362.83	560.47	923.30
Horticultural Tradesperson Grade 1	417.20	575.90	993.10
Horticultural Tradesperson Grade 2	437.29	583.91	1021.20
Horticultural Tradesperson Advanced	457.28	590.42	1047.70

40. Hotel and Tavern Workers' Award

Clause 21. – WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) The following shall be the minimum fortnightly rates of wage payable to full-time employees covered by this award –

Level	Classification	\$ per Fortnight
Level 1	Introductory	1837.20
	Food & Beverage Attendant Grade 1	1837.20
	Kitchen Attendant Grade 1	
	Guest Services Grade 1	
	Gardener	
	General Hand	
Level 2	Yardman	
	Food & Beverage Attendant Grade 2	1899.20
	Cook Grade 1	
	Kitchen Attendant Grade 2	
	Night Porter	
	Storeperson Grade 1	
Level 3	Doorperson/Security Officer Grade 1	
	Guest Services Grade 2	
	Food & Beverage Attendant Grade 3	1944.70
	Cook Grade 2	
	Kitchen Attendant Grade 3	
	Guest Services Grade 3	

	Storeperson Grade 2 Timekeeper/Security Officer Grade 2 Handyperson Forklift Driver	
Level 4	Cook Grade 3 Storeperson Grade 3 Food & Beverage Attendant Grade 4 (Tradesperson) Guest Service Grade 4	2034.00
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	2144.80
Level 6	Cook Grade 5	2195.00

41. Landscape Gardening Industry Award

Clause 25. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

TOTAL RATE PER WEEK
\$

(1) Adult Employees:

(a) Landscape Tradesperson	957.20
(b) Landscape Employee Grade 1	918.60

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

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

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

APPENDIX 1 – MAKE UP OF TOTAL WAGE: Delete subclause (1) of this appendix and insert the following in lieu thereof:

(1) Adult Employees:	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Before Adjustment \$	Total Rate After Adjustment for 2024 Adult Minimum Award Wage \$
(a) Landscape Tradesperson	373.30	583.90	957.20	957.20
(b) Landscape Employee Grade 1	302.00	616.60	897.90	918.60

42. Laundry Workers' Award, 1981

Clause 7. - 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:

(a) Adult Employees

	Minimum Rate \$
Laundry Employee - Grade 1	918.60
Laundry Employee - Grade 2	934.00
Laundry Employee - Grade 3	965.20
Laundry Employee - Grade 4	985.70

(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.

43. 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	918.60
Sorter	918.60
Packer	918.60
Washer of Bottles	918.60
Cutter of Cloth	918.60

44. Meat Industry (State) Award, 2003

Clause 16. - CLASSIFICATIONS AND WAGE RATES: Delete subclause (2) of this clause and insert the following in lieu thereof:

(2) Adult Wage Rates

Classification Group	Minimum Rate Per Week	Minimum Rate Per Hour
<u>PW - LEVEL 1</u>	\$918.60	\$24.17
<u>PW - LEVEL 2</u>	\$918.60	\$24.17
<u>PW - LEVEL 3</u>	\$939.60	\$24.73
<u>PW - LEVEL 4</u>	\$969.60	\$25.52
<u>PW - LEVEL 5 *</u>	\$1017.00	\$26.76
<u>PW - LEVEL 6</u>	\$1086.70	\$28.60

* Key classification rate

Clause 58. - CLASSIFICATIONS AND WAGE RATES: Delete subclause (2) of this clause and insert the following in lieu thereof:

(2) Adult Wage Rates

Classification Group	Minimum Rate Per Week	Minimum Rate Per Hour
<u>RW - LEVEL 1</u>	\$918.60	\$24.17
<u>RW - LEVEL 2</u>	\$918.60	\$24.17
<u>RW - LEVEL 3</u>	\$939.60	\$24.73
<u>RW - LEVEL 4</u>	\$969.60	\$25.52
<u>RW - LEVEL 5 *</u>	\$1017.00	\$26.76
<u>RW - LEVEL 6</u>	\$1052.10	\$27.69

* Key classification rate

45. 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			918.60
2nd year of training			918.60
3rd year of training	382.80	539.10	921.90
Student under 21 years of age			
1st year of training	316.40	393.90	710.30
2nd year of training	334.30	416.20	750.50
3rd year of training	356.40	443.70	800.10
4th year of training	380.50	473.70	854.20
(ii) Level 1	\$ Per Week		
1st year of service	445.10	554.10	999.20
2nd year of service	458.10	562.80	1020.90
3rd year of service	476.50	568.80	1045.30
4th year of service	495.30	575.10	1070.40
5th year of service	509.60	577.00	1086.60
6th year of service	526.60	582.50	1109.10
7th year of service	547.00	589.20	1136.20
(iii) Level 2			
1st year of service	581.00	602.90	1183.90
2nd year of service	597.00	608.30	1205.30
3rd year of service	619.60	615.60	1235.20

(iv) Level 3

1st year of service	667.00	628.50	1295.50
2nd year of service	686.10	634.60	1320.70
3rd year of service	702.40	640.10	1342.50

(v) Community Mental Health Nurses

1st year of service	619.60	615.60	1235.20
2nd year of service	631.00	619.20	1250.20
3rd year of service	646.70	624.50	1271.20
4th year of service	662.20	626.90	1289.10

(vi) Community Mental Health Nurse with a post basic certificate

1st year of service	631.00	619.20	1250.20
2nd year of service	646.70	624.50	1271.20
3rd year of service	662.20	626.90	1289.10
4th year of service	684.50	634.10	1318.60

(vii) Community Mental Health Administrative Nurse	697.10	638.10	1335.20
--	--------	--------	---------

(viii) Community Mental Health Nurse with a post basic certificate	713.50	643.60	1357.10
--	--------	--------	---------

- (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
-------------	------	-------

(e) Enrolled Mental Health Nurse

(i) Student Enrolled Mental Health Nurse

Adult Student

1st year of training	918.60
Thereafter	918.60

Student under 21 years

1st year of training	316.40	393.90	710.30
Thereafter	334.30	416.20	750.50

(ii) Registered Enrolled Mental Health Nurse

1st year of service	399.20	543.10	942.30
2nd year of service	407.50	544.90	952.40
Thereafter	416.30	547.10	963.40

- (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.

46. Metal Trades (General) Award

Clause 4.8 - WAGES AND SUPPLEMENTARY PAYMENTS: Delete subclause 4.8.1 of this clause and insert the following in lieu thereof:

- 4.8.1 The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level specified in Clause 1.6 - Definitions and Classification Structure, shall be made up of a base rate, plus a supplementary payment, and safety net adjustment, giving a total award rate as follows:

(1)	Wage Group	Base Rate Per Week \$	Supplementary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate Per Week \$
	Level C14	284.80	40.60	593.20	918.60
	Level C13	299.50	42.60	576.50	918.60
	Level C12	319.20	45.40	581.80	946.40
	Level C11	337.40	48.10	586.90	972.40
	Level C10	365.20	52.00	599.80	1017.00
	Level C 9	383.50	54.60	606.70	1044.80
	Level C 8	401.70	57.20	613.30	1072.20
	Level C 7	420.00	59.80	617.70	1097.50
	Level C 6	456.50	65.00	631.20	1152.70
	Level C 5	474.80	67.60	638.00	1180.40

(2) Supplementary Payments

- (a) Where an employee is in receipt of a rate of pay which exceeds the Total Rate Per Week prescribed above, whether such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement, then such rate will be deemed to be inclusive of the Supplementary Payment.
- (b) Overtime, shift allowances, penalty rates, disability allowances, special rates, fares and travelling time allowances and any other work related allowances prescribed by this Award shall not be offset against Supplementary Payments.
- (3) The rates of pay in this Award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

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

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

47. Monumental Masonry Industry Award, 1989

Clause 7. – WAGES: Delete subclause (1) of this clause 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 \$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustment \$	Total Rate (Exclusive of Industry Allowance) \$
Monumental Mason	365.20	52.00	599.80	1017.00
Monumental Fixer	345.20	49.30	589.00	983.50
Monumental Employee Grade 4	318.90	45.50	581.80	946.20
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	576.90	921.30
Employee who has been performing work at Grade 2 level for more than six months				
Monumental Employee Grade 2				918.60
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				918.60
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.

48. Motel, Hostel, Service Flats and Boarding House Workers' Award

Clause 21. – WAGES: Delete this clause and insert the following in lieu thereof:

21. – WAGES

Level	Classification	\$ per Fortnight
	Introductory	1837.20
Level 1	Food & Beverage Attendant Grade 1 Kitchen Attendant Grade 1 Guest Services Grade 1 Gardener General Hand Yardman	1837.20
Level 2	Food & Beverage Attendant Grade 2 Cook Grade 1 Kitchen Attendant Grade 2 Night Porter Storeperson Grade 1 Doorperson/Security Officer Grade 1 Guest Services Grade 2	1899.20
Level 3	Food & Beverage Attendant Grade 3 Cook Grade 2 Kitchen Attendant Grade 3 Guest Services Grade 3 Storeperson Grade 2 Timekeeper/Security Officer Grade 2 Handyperson Forklift Driver	1944.70
Level 4	Cook Grade 3 Storeperson Grade 3 Food & Beverage Attendant Grade 4 (Tradesperson) Guest Service Grade 4	2034.00
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	2144.80
Level 6	Cook Grade 5	2195.00

(2) Arbitrated Safety Net Adjustments

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

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

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

49. Motor Vehicle (Service Station, Sales Establishments, Rust Prevention and Paint Protection), Industry Award No. 29 of 1980

Clause 11. – WAGES: Delete subclause (1)(d) of this clause and insert the following in lieu thereof:

(1)

- (d) The following shall be the minimum rate of wages payable to employees under this award from the beginning of the first pay period commencing on or after 1 July 2024.

	Weekly Rate of Pay \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate of Pay \$	Minimum Hourly Rate of Pay \$
Motor Vehicle Industry Employee Level 1	373.40	545.20	918.60	24.17
Motor Vehicle Industry Employee Level 2	390.10	528.50	918.60	24.17
Motor Vehicle Industry Employee Level 3	412.60	533.80	946.40	24.91
Motor Vehicle Industry Employee Level 4	433.50	538.90	972.40	25.59

Minimum Hourly Rate of Pay does not include additional payments that may be required pursuant to Clause 12. - Additional Payments for Ordinary Hours, nor does it include any loading applicable pursuant to subclause (4) hereof.

50. 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	541.20	932.70
2nd year of experience	390.50	400.50	543.40	943.90
3rd year of experience	403.60	413.60	546.40	960.00

4th year of experience	414.50	424.50	549.00	973.50
Thereafter	427.60	437.60	552.20	989.80

(2) Registered Mothercraft Nurse

1st year of experience				918.60
2nd year of experience				918.60
3rd year of experience	372.90	382.90	539.10	922.00
4th year of experience	393.20	403.20	543.80	947.00
Thereafter	413.20	423.20	548.80	972.00

* 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.

51. Nurses' (Day Care Centres) Award

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

20. - WAGES

Per Week \$

Registered General Nurse

1st year	966.80
2nd year	966.80

Registered Mothercraft Nurse

1st year	966.80
2nd year	966.80

- (1) Subclause (1) and (2) apply whenever a State Wage Case decision is issued by the Commission, increasing adult rates of pay in State awards by a flat dollar amount.
- (2) The State Wage Case increase is to be applied to adult weekly rates of pay in this award in accordance with the following formula:

Step 1: Divide the flat dollar increase by 38 (and round to the nearest cent)

Step 2: Multiply the figure calculated in Step 1 by 40

Example: The Commission awards an \$18.00 per week increase to adult weekly rates of pay

Step 1 = \$18.00 ÷ 38 = \$0.47

Step 2 = \$0.47 x 40 = \$18.80

In this example adult weekly rates of pay would be increased by \$18.80 per week.

52. 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	589.80	987.40
(b) Optical Employee:			
First 3 months of experience			918.60
Thereafter	342.40	576.60	919.00

53. Particle Board Employees' Award, 1964**Clause 5. - WAGES:** Delete subclause (1) 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				918.60
Grade 2 Flaker/Knife Room Operator Overlay Operator Log Deck/Chipping Operator Glue Mixer Paper Impregnation Operator Log Tower Operator Gatekeeper				918.60
Grade 3 Residue & Waste Operator Flooring & Grading Operator Log Deck Loader Knife Setter & Grinder & Changing Knives				918.60
Grade 4 Laboratory Assistant Finishing Line Logyard Loader Panel Saw Operator Sanding & Grading Operator	362.70	15.90	540.00	918.60

Grade 5	378.70	15.90	542.00	936.60
Drier Operator				
Despatch				
Forming Machine Operator				
Relief Operator				
Press Operator				
Resin Plant Operator				
Grade 6	396.30	15.90	546.10	958.30
Senior Melamine Operator				
Senior Finishing Operator				
Senior Shift Operator				

54. Pastrycooks' Award No. 24 of 1981**Clause 10. - WAGES: Delete subclause (1)(a) of this clause and insert the following in lieu thereof:**

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

Classification	Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustments \$	Award Rate\$
Adults:				
Single Hand Pastrycook	371.10	34.10	591.50	996.70
Pastrycook	365.20	37.80	590.90	993.90
Cake Decorator	359.40	-	580.60	940.00
Assistant	329.60	-	589.00	918.60

55. 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 Safety Net Adjustments\$	Minimum Rate\$
-------------	-------------------------------------	----------------

SECTION A:

Portrait Advertising And Commercial Studios:

(a) Photographer	348.50	577.90	926.40
(b) All others -			
First three months			918.60
(c) All others - Thereafter	338.30	580.30	918.60

SECTION B:

Developing, Printing And Finishing Establishments:

- (a) Colour filter determinator
Custom colour enlargement printer

Colour printer controller	356.50	580.00	936.50
(b) Rack and tank colour film processor machine operator			
Colour enlargement printer			
Colour quality corrector			
Kit mixing operator			
Colour printer operator	348.50	577.90	926.40
(c) Rack and tank black and white film processor			
Black and white enlargement printer			
Black and white printer operator	341.10	577.50	918.60
(d) All others -			
First three months			918.60
(e) All others - Thereafter	338.30	580.30	918.60

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.

56. Pipe, Tile and Pottery Manufacturing Industry Award

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

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

Classification	Rate Per Week	Supplementary Payment	TOTAL
ADULT EMPLOYEES	\$	\$	\$
Machine Attendant Grade A	347.00	586.00	933.00
Machine Attendant Grade B	336.20	583.20	919.40
Fork Lift Driver	357.20	580.30	937.50
Millman Mixer	343.20	585.10	928.30
Moulder	343.20	585.10	928.30
Thrower	343.20	585.10	928.30
Setter Drawer	341.40	578.00	919.40
Junction Sticker	339.80	579.60	919.40

Pipe Machine Operator	336.20	587.70	923.90
Taker Off Pipes (Fully Automatic)	336.20	582.40	918.60
Lathe Machine Operator	336.20	587.70	923.90
Panperson	336.20	583.20	919.40
Taker Off Tiles	336.20	582.40	918.60
Gang Tile Drawer (Caversham)	336.20	582.40	918.60
Pot Machine Operator (Large) and/or Vent Machine Operator	336.20	596.80	933.00
Burnt Ware Sorter (Pipe Tester)	334.40	584.20	918.60
Plant Attendant Oiler	334.40	584.20	918.60
Pipe Drawer Assistant	332.10	586.50	918.60
Forking Tiles (Caversham)	332.10	586.50	918.60
Packer (Dispatch)	332.10	586.50	918.60
Hand Colour Sprayer	332.10	586.50	918.60
Slipper	332.10	586.50	918.60
Cleaner (Flue and Oil Burner)	332.10	586.50	918.60
Ridge Maker	332.10	586.50	918.60
All Others	322.50	596.10	918.60

APPENDIX, Clause 5 . - WAGES: Delete subclause (1)(a) of this clause in the appendix and insert the following in lieu thereof:

- (1) (a) The total minimum wage payable each week shall be:

Classification	Rate Per Week	Supplementary Payment	Award Rate
Adult Employees:	\$	\$	\$
Machine Attendant Grade I	353.00	593.40	946.40
Machine Attendant Grade II	353.00	580.00	933.00
Machine Attendant Grade III	337.90	581.50	919.40
Fork Lift Driver	357.20	580.30	937.50
All Others	322.50	596.10	918.60

57. Plywood and Veneer Workers Award

SCHEDULE 1. - RATES OF PAY: Delete subclause 1. of this schedule and insert the following in lieu thereof:

1. Rates of Pay Per Week:-

	Base Rate\$	Supplementary Payments \$	Arbitrated Safety Net Adjustment \$	Total Rate\$
Group A				
First Year	390.37	15.50	591.73	997.60
Thereafter	395.04	15.50	592.96	1003.50
Group B				
First Year	378.46	15.50	588.94	982.90

Thereafter	384.07	15.50	590.13	989.70
Group C				
First Year	363.75	15.50	585.45	964.70
Thereafter	368.42	15.50	586.58	970.50
Group D				
First Year	355.34	15.50	583.36	954.20
Thereafter	361.42	15.50	584.68	961.60
Group E				
First Year	348.63	15.50	581.77	945.90
Thereafter	352.19	15.50	582.71	950.40
Group F				
First Year	342.97	15.50	580.23	938.70
Thereafter	348.57	15.50	581.73	945.80
Group G				
First Year	338.76	15.50	579.34	933.60
Thereafter	344.02	15.50	580.58	940.10
Group H				
First Year	332.69	15.50	577.91	926.10
Thereafter	338.53	15.50	579.27	933.30
Group I				
First Year	325.22	15.50	577.88	918.60
Thereafter	330.59	15.50	577.41	923.50
Group J				
First Year	315.41	15.50	587.69	918.60
Thereafter	321.95	15.50	581.15	918.60

58. Plywood and Veneer Workers' Award, 1952

Clause 5. – WAGES: Delete subclause (1) 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 \$	Supplementar y Payment \$	ASNA \$	Award Rate \$
Grade 1				918.60
Trainee Operator				
Factory/Yard Hand				
In/Out Feeder Assistant				
Hogger				

Cover Layer Packaging				
Grade 2 Hilderbrand Dryer Infeed Schieldie 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.				918.60
Grade 3 Guillotine Groover Core Feeder Splicer Operator Clipper Operator Chain/Log Operator Dryer Grader Sander Operator				918.60
Grade 4 Core/Centre Layer Panel Sawyer Slicer Operator Press Operator				918.60
Grade 5 Slicer Machinist Lathe Machinist	362.70	15.90	540.00	918.60

59. Poultry Breeding Farm & Hatchery Workers' Award 1976**Clause 9. - WAGES: Delete subclauses (1) and (2) of this clause and insert the following in lieu thereof:**

(1)	Poultry Breeding Farms	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$
	(a) General Hand - Maintenance			918.60
	(b) General Hand - Other			918.60
(2)	Hatcheries General Hand			918.60

60. Printing Award**Clause 11. - RATE OF WAGES: Delete Table A in Part 1 RATE OF WAGES of this clause and insert the following in lieu thereof:**TABLE A

GROUP LEVEL	BASE RATE	SAFETY NET ADJUSTMENT	AWARD RATE
	\$	\$	\$
1			918.60
2	342.10	576.50	918.60
3	364.60	564.40	929.00
4	385.50	569.40	954.90
5	417.20	577.00	994.20

Clause 11. - RATE OF WAGES: Delete Part 2 - CLASSIFICATION STRUCTURE of this clause and insert the following in lieu thereof:

PART 2 - CLASSIFICATION STRUCTURE

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

COLUMN 2 DESCRIPTION OF EMPLOYMENT	COLUMN 3 GROUP LEVEL	COLUMN 4 MINIMUM WEEKLY WAGE \$
a) Compositor	5	994.20
b) Keyboard Operator	4	954.90
c) Proof Reader	4	954.90
d) Proof Readers' Assistant	2	918.60
e) Printing Machinist	5	994.20
f) Artist/Designer	4	954.90
g) Graphic Reproducer	5	994.20
(i) Image Preparer		
(ii) Plate Preparer		
(iii) Cylinder Preparer		
h) Small Offset Machinist	4	954.90
i) Non Impact Printing Machinist (including Electronic and Laser Printing Machine Operator)	4	954.90
j) Binder/Finisher	5	994.20
k) Employee employed directly in connection with stationery, system work, addressograph work, paper products	2	918.60
l) Feeder on any machine	2	918.60
m) Storeperson	3	929.00
n) Screen Printing:		
(i) Stencil Preparer	5	994.20
(ii) Power Driven Screen Printing Machine Operator	3	929.00
(iii) Screen attendant	2	918.60
o) An employee not otherwise specified	1	918.60

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

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

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

61. Prospector and AvonLink on Train Customer Service Officers Award

Clause 4.3 - WAGE RATES: Delete subclause 4.3.1 of this clause and insert the following in lieu thereof:

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

Classification Levels	Base Rate - per week (Full time)
Customer Service Officer Level 1 (Trainee)	\$918.60
Customer Service Officer Level 2(Prospector)	\$1055.40
Customer Service Officer Level 3(AvonLink - without buffet)	\$1055.40
Customer Service Officer Level 4	\$1093.80
Customer Service Officer Level 5(AvonLink - with buffet)	\$1093.80

62. Radio and Television Employees' Award

Clause 29. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

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

(a)	Adults	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
	Radio-Television Serviceperson (Grade 1)	448.20	610.00	1058.20
	Radio-Television Serviceperson	418.90	600.50	1019.40
	Car Radio Installer	353.30	579.20	932.50
	Antenna and/or Television Installer	353.30	579.20	932.50
	Assembler	340.60	578.00	918.60

(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.

63. Restaurant, Tearoom and Catering Workers' Award**Clause 21. - WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:**

- (1) The following shall be the minimum fortnightly rates of wage payable to full-time employees covered by this award –

Level	Classification	\$ per Fortnight
Level 1	Introductory	1837.20
	Food & Beverage Attendant Grade 1	
	Kitchen Attendant Grade 1	
	Guest Services Grade 1	1837.20
	Gardener	
	General Hand	
	Yardman	
Level 2	Food & Beverage Attendant Grade 2	
	Cook Grade 1	
	Kitchen Attendant Grade 2	
	Night Porter	1899.20
	Storeperson Grade 1	
	Doorperson/Security Officer Grade 1	
	Guest Services Grade 2	
Level 3	Food & Beverage Attendant Grade 3	
	Cook Grade 2	
	Kitchen Attendant Grade 3	
	Guest Services Grade 3	1944.70
	Storeperson Grade 2	
	Timekeeper/Security Officer Grade 2	
	Forklift Driver	
Level 4	Handyperson	
	Cook Grade 3	
	Storeperson Grade 3	2034.00
	Food & Beverage Attendant Grade 4 (Tradesperson)	
	Guest Service Grade 4	

Level 5	Cook Grade 4	
	Food & Beverage Supervisor	2144.80
	Guest Services Supervisor	
Level 6	Cook Grade 5	2195.00

64. Retail Pharmacists' Award, 2004

Clause 4.2 - WAGES: Delete subclause 4.2.1 of this clause and insert the following in lieu thereof:

4.2.1 Classifications

	Award Rate Per Week \$
Pharmacist Manager	
(a) Grade 3	1617.70
(b) Grade 2	1534.90
(c) Grade 1	1451.90
Pharmacist-in-Charge	
(a) Grade 2	1396.50
(b) Grade 1	1368.70
Pharmacist	1291.10
Trainee - First Half of traineeship	1017.00
Trainee - Second Half of traineeship	1098.70
Pharmacy Students	
First Year	918.60
Second Year	918.60
Third Year	962.40
Fourth Year	988.20

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

65. 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 from the beginning of the first pay period commencing on or after 1 July 2024.

	Base Rates Per Week	Arbitrated Safety Net Adjustments	Total Award Rate Per Week
Classifications	\$	\$	\$
(a) Grader	325.95	592.65	918.60
(b) Process Employee			918.60

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

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

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

66. 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	Total Rate
	\$	\$	\$
(1) Adult Employees			
Rope layer on heavy type strand machine			918.60
Rope layer (other) in walk with traveller			918.60
Rope splicer on driving ropes and springs			918.60
Combination spinning and spooling machine operator			918.60
Rope house machinist			918.60
Feeder on first spreader			918.60
Oiler and/or belt repairer			918.60
Employees lumping, loading and unloading hemp			918.60
All other machine operators or employees feeding or taking from machines			918.60
All others			918.60

67. 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	562.30	1000.40
(b) Saw Doctor	417.20	557.20	974.40
(c) Saw Filer	385.50	549.70	935.20
(d) Factory Hand			918.60

68. Security Officers' Award

Clause 21. - CLASSIFICATION STRUCTURE AND WAGE RATES: Delete subclause (3) of this clause and insert the following in lieu thereof:

- (3) A probationary Security Officer shall be paid 97.07% of the weekly wage rate prescribed for a Security Officer - Level 1 or Security Officer - Level 2 whichever is applicable and, if the officer is a casual, the casual loading referred to in subclause (3)(b) of Clause 6. – Types of Employment in the award.

69. Sheet Metal Workers' Award No. 10 of 1973

Clause 6. - WAGES AND SUPPLEMENTARY PAYMENT: Delete subclause (1) of this clause and insert the following in lieu thereof:

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

	BASE RATE PER WEEK \$	SUPPLEMENTARY PAYMENT \$	SAFETY NET ADJUSTMENT \$	TOTAL RATE PER WEEK \$
Level C14	284.80	40.60	593.20	918.60
Level C13	299.50	42.60	576.50	918.60
Level C12	319.20	45.40	581.80	946.40
Level C11	337.40	48.10	586.90	972.40
Level C10	365.20	52.00	599.80	1017.00

70. 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			918.60
Exceeding 25cwt but not exceeding 3 tons capacity			918.60
Exceeding 3 tons but under 6 tons capacity			918.60
Exceeding 6 tons and over but under 7 tons capacity			918.60
Exceeding 7 tons and over but under 8 tons capacity			918.60
(b) Machine Drivers -			
Operator-powered roller under 8 tons			918.60
Operator-powered roller 8 tons and over			918.60

Operator-powered vibrating roller under 4 tons	918.60
Operator-powered vibrating roller 4 tons and over	918.60
Operator-powered road roller pneumatic tyred 8 tons and over	918.60
Operator-tractor-pneumatic tyred without power operated attachments -	
(i) Classes 1 and 2	918.60
(ii) Classes 3, 4, 5 and 6 (including tractors tilting or a one man hitch trailer)	918.60
(iii) Over Class 6	918.60
Operator-tractor-pneumatic tyred with power operated attachments -	
(i) Classes 1 and 2	918.60
(ii) Classes 3, 4, 5 and 6 (not including tractors tilting or a one man hitch trailer)	918.60
(iii) Over Class 6 and up to and including 230 engine horsepower	918.60
(iv) Over Class 6 with power operated attachments in excess of 230 engine horsepower	918.60
Operator - Graders -	
(i) Drawn Graders	918.60
(ii) Grader - power operated below 50 net engine horsepower	918.60
(iii) Grader - power operated 50 to 100 net engine horsepower	918.60
(iv) Grader - power operated above 100 net engine horsepower	918.60
Operator of portable petrol driven crosscut or circular saw	918.60
(c) Gardeners -	
Propagator	918.60

Nurserymen, first class gardeners appointed as such by the employer and street tree pruners	918.60
Gardeners planting out and attending flower beds and assisting nurserymen	918.60
Hand power motor mower	918.60
Hand rotary hoe and operators of other machines	918.60
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	918.60
(ii) Power Operated	918.60
(d) General -	
Track hands	918.60
Machine man (jackhammer)	918.60
Concrete slab layer	918.60
Concrete kerb layer	918.60
Concrete finisher	918.60
Others	918.60

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

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

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

71. Soap and Allied Products Manufacturing Award

Clause 25. - 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\$
Adult employees:			
Product maker - soap crutcher, liquids powders and pastes, detergents and cleaners polishes and stains, toilet soaps	343.60	576.80	920.40
Assistant Product Maker	335.60	583.00	918.60
General Hand other than above	327.50	591.10	918.60

- 72. 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			
	<u>Column</u> <u>A</u> \$	<u>Column</u> <u>B</u>	<u>ASNA</u>	<u>TOTAL</u>
(1) Attendant - General Duties:				24.17
Cloakroom Attendant				
Gate Attendant				
Parking Attendant				
Turnstile Attendant				
Usher				
(2) Barrier Attendant (Racing)				24.17
Change Room Attendant				
Curtain Attendant				
Door Attendant				
Fence Attendant				
Kennel Attendant/Dog Leader				
Ride Operator				
Stalls Attendant (Racing)				
Ticket Collector/Examiner				
Track Attendant				
(3) Scoreboard Operator				24.17
Scratching Board Operator/				
Writer (Racing)				

(4)	Parking Fee Collector Kennel Supervisor Programme Seller	24.17
(5)	Change Cashier Gate Keeper Ticket/Token Seller Turnstile Operator	24.17
(6)	Scales – Assistant Starter (Racing)	24.17
(7)	Supervisor of less than 10 employees	24.17
(8)	Supervisor of 10 or more employees	24.17

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 State Wage Case increase is to be applied to the rates of pay in this award by dividing the flat dollar increase by 38 (and round to the nearest cent)

73. Timber Workers Award No. 36 of 1950

Clause 52. - RATES OF PAY: Delete subclause (3) of this clause and insert the following in lieu thereof:

(3) Wages

The minimum rate of wage for employees covered by this award, excluding those employees provided for in subclause (4) hereof, shall be:

(a) Timber Industry Employee:

	RATE\$	ASNA\$	TOTAL RATE\$
Group 1	349.40	569.20	918.60
Group 2	366.10	552.50	918.60
Group 3	388.60	557.80	946.40
Group 4	409.50	562.90	972.40
Group 5	441.20	575.80	1017.00
Group 6	462.10	582.70	1044.80

(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.

74. Timber Yard Workers Award No. 11 of 1951

Clause 29. - 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	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Weekly Rate (38 Hours)
	\$	\$	\$	\$
1	284.80	40.60	593.20	918.60
2	299.50	42.50	576.60	918.60
3	319.20	45.40	581.80	946.40
4	337.40	48.10	586.90	972.40
5	365.20	52.00	599.80	1017.00
6	383.50	54.60	606.70	1044.80

75. Vehicle Builders' Award 1971

Clause 9. - WAGES AND SUPPLEMENTARY PAYMENTS: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) The minimum award rate payable weekly to adult employees (other than apprentices) classified under a defined level as specified in Clause 6. - Definitions of this Award, shall be made up of a base rate, plus a supplementary payment and safety net adjustment, giving a total weekly award rate as follows:

CLASSIFICATION Employees (expressed as a percentage of the Vehicle Building Tradesperson Level I Rate):	Adult Base Rate	Supplementary Payment	Safety Net Adjustment	Total Rate Per Week	Vehicle Building Tradesperson Level 1
	\$	\$	\$	\$	%
Advanced Tradesperson/Production Technician					
Vehicle Building	471.70	70.60	638.00	1180.30	130.0
Vehicle Building Tradesperson - Level IV	417.30	62.50	617.70	1097.50	115.0
Vehicle Building Tradesperson - Level III	399.10	59.80	613.30	1072.20	110.0
Vehicle Building Tradesperson - Level II	381.00	57.10	606.70	1044.80	105.0

Vehicle Building Tradesperson - Level I	362.90	54.30	599.80	1017.00	100.0
Vehicle Builder - Level IV	335.30	50.20	586.90	972.40	92.4
Vehicle Builder - Level III	317.10	47.50	581.80	946.40	87.4
Vehicle Builder - Level II	297.60	44.50	576.50	918.60	82.0
Vehicle Builder - Level I	283.00	42.40	593.20	918.60	78.0

76. 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, from the beginning of the first pay period commencing on or after 1 July 2024.

	Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustments \$	Minimum Rates \$
(a) Watchmaker, Clockmaker watch and clock repairer	365.20	52.00	599.80	1017.00
(b) Jeweller, setter, general jeweller's tradesman and engraver	365.20	52.00	599.80	1017.00
(c) Process Worker % of trade				
Grade 1 78				918.60
Grade 2 80	292.16	36.80	589.64	918.60
Grade 3 85	310.42	40.60	578.58	929.60

77. Wine Industry (WA) Award 2005

Clause 4.2 – WAGES: Delete subclause (1) of this clause and insert the following in lieu thereof:

- (1) Adult Employees

The weekly minimum rate of pay will be as follows:

Grade	Base Rate \$	Relativity %	Safety Net Adjustment \$	Supplementary Payment \$	Total Weekly Rate \$
1	284.80	78.0	593.20	40.60	918.60
2	299.50	82.0	586.30	83.70	969.50
3	319.20	87.4	593.30	94.00	1006.50
4	337.40	92.4	605.70	97.80	1040.90
5	365.20	100.0	612.60	99.30	1077.10