

AWARDS/INDUSTRIAL AGREEMENTS - Variation of -

WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Variation to awards, industrial agreements and orders required by section 34 of the Labour Relations Legislation Amendment Act, 1997.

(No. 491 of 1998)

16 April 1998

INSPECTION OF RECORDS

Pursuant to the review under section 34 of the Labour Relations Legislation Amendment Act, 1997 - Inspection of Records Requirements:

- ♦ to omit any provision that was of no effect on and from the coming into operation of the amendment to section 49B of the Industrial Relations Act, 1979;
- ♦ to vary any provision or insert further provisions to make adequate provision for the procedures required under section 49B as amended; and
- ♦ to vary or omit any provision that is contrary to, or in conflict with section 49B as amended or insert further provisions to ensure that an award, order or industrial agreement is consistent with the provision of section 49B as amended, as the case requires,

the following amendments to awards/industrial agreements/orders are to have effect on and from 16 April, 1998.

A.B.B. James Watt Pty Ltd Nelson Point Development Project (Enterprise Bargaining Agreement), No. AG 21 of 1993

- (a) **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
- (b) **Appendix -S. 49B - Inspection of Records Requirements: Delete this Appendix.**

Aboriginal Medical Service Employees' Award, No. A26 of 1987

- (a) **Clause 20. - Time and Wages Record: After the word "notice" in subclause (2) insert the words "of not less than 24 hours".**
- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Activ Foundation (Salaried Officers) Award, No. 13 of 1977

- (a) **Clause 8. - Inspection of Salary Record: Add the words at the conclusion of subclause (3):**

“Provided that before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

Activ Foundation Inc. Enterprise Agreement, 1995, No. Ag 110 of 1995

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Aerated Water and Cordial Manufacturing Industry Award 1975, No. 10 of 1975

- (a) **Clause. 18. - Record: Insert the words at the end of the first sentence in subclause (3):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Aged and Disabled Persons Hostels Award, 1987, No. A 6 of 1987

- (a) **Clause 23. - Record: Insert the following at the end of subclause (4)(b) of the clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Air Conditioning and Refrigeration Industry (Construction and Servicing) Award No. 10 of 1979

- (a) **Clause 15. - Time and Wages Record: Insert the following as subclause (3) of this clause:**
- (3) Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.
- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Alcoa Long Service Leave Conditions Award 1980, No.A 12 of 1980

- (a) **Clause 10. - Record to be kept: Insert the following at the end of subclause (2):**

“Provided that before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Ambulance Service Communication Centre Employees' Award 1991, No. A4 of 1991

- (a) **Clause 17. - Wage Record: Insert the following at the end of the first sentence in subclause (2):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Ambulance Service Employees' Award 1969, No. 50 of 1968

- (a) **Clause 20. - Wage Record: Insert the following at the end of the first sentence in subclause (2):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Animal Welfare Industry Award, No. 8 of 1968

- (a) Clause 18. - Time and Wages Record: Delete the first paragraph in subclause (3) of this clause and insert in lieu thereof the following:**

Such record shall be open for inspection at the employer's business premises by a duly accredited representative of the Union during working hours. Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Argyle Diamonds Production Award 1996, No. A7 of 1996

- (a) **Clause 12. - Time and Wages: Insert the following at the end of subclause (3):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Insert the following as subclause (5):**

- (5) The employer may refuse the representative access to the records if: -

- (a) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (b) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (c) **Insert the following as subclause (6):**

- (6) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Artworkers Award, No. A30 of 1987

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Asbestos Jointings Industry Award 1967, No. 7 of 1967

- Clause 16. - Record: Insert the following at the end of the first sentence in subclause (2):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

A.W.U. - Bunbury Harbour Maintenance And Services Agreement, 1971, No. Ag 21 of 1971

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

AWU - Fremantle Bowling Club Enterprise Bargaining Agreement 1995, No. AG 300 of 1995

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

AWU Gold (Mining and Processing) Award 1993, No. A 1 of 1992

- (a) **Clause 13. - Records: Insert the following at the end of the first sentence in subclause (2):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Bag, Sack and Textile Award, No. 3 of 1960

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Bakers' (Country) Award No. 18 of 1977

- (a) **Clause 12. - Record and Right of Entry: Insert the following at the end of subclause (3)(a):**
 "Provided that before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.
- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Bakers' (Metropolitan) Award No. 13 of 1987

- (a) **Insert the following sentence at the end of the second sentence in the subclause (1) (i.e. after the word “therefrom”):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Insert the following at the end of subclause (2):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (c) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Bespoke Bootmakers’ and Repairers’ Award No. 4 of 1946

- (a) **Clause 15. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

BHP-Utah Minerals International Cadjebut Production Award, 1989, No. A 11 of 1989

- (a) **Clause 10. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

BP Fremantle Ltd Oil Bunkering Award 1992, No. A 20 of 1981, No. A 20 of 1981

- (a) **Clause 17. - Time and Wages Record: Insert the following at the end of the first sentence in subclause (2):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The B.P. Refinery (Kwinana) Construction, Mining and Energy Workers Union Award 1980, No. A2 of 1981

(a) Clause 30. - Record: Insert the following as the pre amble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

BP Refinery (Kwinana) (Security Officers') Award, 1978, No. R 56 of 1978

(a) Clause 17. - Access to Records: Insert the following at the end of the first sentence in subclause (3):

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Breadcarters (Country) Award, 1976, No. R 17 of 1975

- (a) **Clause 18. - Time and Wages Records: Insert the following at the end of the second sentence in the clause (i.e. after the word “therefrom”):**

“Provided that before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Breadcarters' (Metropolitan) Award, No. 35 of 1963

- (a) **Clause 18. - Time and Wages Record: Insert the following at the end of the second sentence in the clause (i.e. after the word “therefrom”):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S 49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Brewery Craftsmen Agreement, 1977, No. C 368A of 1979

- (a) Clause 18. - Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Brewery Engine Drivers and Firemen Agreement 1979, No. C 368B of 1979

(a) Clause 17. - Record: Insert the following at the end of subclause (2):

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

(1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Brewery Laboratory Employees Award 1983, No. A 8 of 1983**(a) Clause 18. - Record: Insert the following at the end of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

(1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Brewing Industry Award 1993, No. A 5 of 1993**(a) Clause 21. - Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

(1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Brick Manufacturing Award 1979, No. R 19 of 1979**(a) Clause 24. - Time and Wages Record: Insert the following at the end of subclause (2):**

Provided that before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

(1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Brushmakers' Award No. 30 of 1959

- (a) **Clause 16. - Time and Wages Record: Insert the following after the sentence “Such book shall be open for inspection at the factory office by the union representative during working hours.”:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Building and Engineering Trades (Nickel Mining and Processing) Award, 1968, No. 20 of 1968

- (a) **Clause 33. - Record: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Building Materials Manufacture (CSR Limited - Welshpool Works) Award, 1982, No. A10 of 1982

- (a) **Clause 4. - Time and Wages Record: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Building Trades (Construction) Award 1987, No. R 14 of 1978

- (a) **Clause 28. - Time Records: Insert the following as paragraph (c) of subclause (2):**

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Building Trades (Goldmining Industry) Award, No. 29 & 32 of 1965 & 4 of 1996

- (a) **Clause 25. - Records: Insert the following at the end of subclause(2):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Building Trades (Government) Award 1968, No. 31A of 1966

- (a) **Clause 34. - Records: Insert the following words in subclause (1) after the word “notice”:**

of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Building Trades Award 1968, No. 31 of 1966

- (a) **Clause 28. - Records: Insert the following at the end of the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Burswood Hotel (Maintenance Employees') Award, 1990, No. A 6 of 1989(R)

- (a) **Clause 21. - Time and Wages Record: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Burswood Island Resort (Maintenance Employees') Award No. A 22 of 1986

- (a) **Clause 20. - Time and Wages Record: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Burswood Island Resort Employees Award, No. A 23 and A 25 of 1985

- (a) **Clause 29. - Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Burswood Resort Casino (Theatrical Employees) Award, No. 10 of 1991

- (a) **Clause 22. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Burswood Resort Casino Employees' Industrial Agreement, 1993, No. AG 85 of 1993:

- (a) **Clause 29. - Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Campbell Mushrooms Pty Ltd Western Australian Mushroom Production Agreement 1996
No. AG 197 of 1996

- (a) **Clause 26. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Cargill Australia Limited - Salt Production and Processing Award 1988 Award No. A 34 of 1988

- (a) **Clause 27. - Time and Wages Record: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Case and Box Makers' Award, 1952, No. 48 of 1951

- (a) **Clause 15. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Catering Employees (Nationwide Food Service) Award 1990, No. A 31 of 1981

- (a) **Clause 32. - Record: Insert the following after the first sentence in subclause (3):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Catering Employees and Tea Attendants (Government) Award 1982, No. A 34 of 1981

- (a) Clause 31. - Record: Insert the following at the end of subclause (2):**

before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Catering Workers' (Fast Food Operations, Catering and Restaurant) Agreement 1979, No. AG 23 of 1979
Vary Agreement:

(a) Clause 31. - Record: Insert the following as a preamble to subclause (3):

The provisions of this subclause are subject to the requirement that before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Cement and Lime Employees' (Swan Portland Cement Ltd) Award, No. A 26 of 1988(R)

(a) Clause 20. - Time and Wages Record: Insert the following after the first sentence in subclause (2):

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Cement Tile Manufacturing Award, No. 3 of 1966

- (a) **Clause 21. - Time and Wages Record: Insert the following at the end of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Cement Workers' Award 1975, No. 10 of 1967

- (a) **Clause 22. - Record: Insert the following after the word "notice" of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

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

- (a) **Clause 27. - Time and Wages Record: Insert the following at the end of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Charcoal Iron and Steel Industry Consolidated Award 1973

- (a) **Clause 21. - Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Child Care (Lady Gowrie Child Care Centre) Award, No. A3 of 1984

- (a) **Clause 20. - Time and Wages Record: Insert the following words after the word “notice” and before the words “to the employer” in the clause:**

of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Child Care (Out of School Care - Playleaders) Award, No. A13 of 1984

- (a) **Clause 19. - Time and Salary Record: Insert the following words after the word “notice” and before the words “to the employer” in the clause:**

of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an

employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Child Care (Subsidised Centres) Award, No. A 26 of 1985

- (a) **Clause 18. - Time and Wages Record and Right of Entry: Insert in subclause (1) the following words after the word “notice” and before the words “to the employer” in the clause:**

of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Child Care Centres (Pre-School Teachers') Award 1983, No. A3 of 1983

- (a) **Clause 14. - Record: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Children's Services (Private) Award, No. A 10 of 1990

- (a) **Clause 17. - Time and Wages Record and Right of Entry: Add the following words to the final sentence in subclause (2):**

by giving reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Children's Services Consent Award, 1984, No. A 1 of 1985

- (a) **Clause 20. - Time and Wages Record: Insert the following as the preamble to this clause:**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Cleaners and Caretakers Award, 1969, No. 12 of 1969

- (a) Clause 15. - Time and Wages Record: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Cleaners and Caretakers (Car and Caravan Parks) Award 1975, No. 5 of 1975

- (a) **Clause 19. - Time and Wages Record: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clelands Cold Stores Pty Ltd Enterprise Agreement 1995, No. AG 35 of 1995

- Clause 23. - Time and Wages Record: Insert the following as a pre amble to subclause (3):**

The provisions of this subclause are subject to the requirements that:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clelands Cold Stores Pty Ltd Enterprise Agreement 1996, No. 216 of 1996

(a) Clause 23. - Time and Wages Record: Insert the following as a pre amble to subclause (3):

The provisions of this subclause are subject to the requirements that:

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Accountants Employees) Award 1984, No. A8 of 1982

(a) Clause 16. - Record: Insert the following as a preamble to subclause (3) the following:

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Bailiffs' Employees) Award 1978, No. R19 of 1976

(a) Clause 14. - Record: Insert the following as a preamble to subclause (3) the following:

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks (Commercial Radio and Television Broadcasters Award of 1970, No. 14C of 1968

- (a) Clause 15. - Record: Insert as a preamble to subclause (3) the following:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks (Commercial, Social and Professional Services) Award No. 14 of 1972**(a) Clause 16. - Record: Insert as a preamble to subclause (3) the following:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Control Room Operators) Award 1984 No. A 14 of 1981**(a) Clause 19. - Record: Insert as a preamble to subclause (3) the following:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Credit and Finance Establishments) Award, No. 16 of 1952

- (a) **Clause 15. - Record: Insert as a preamble to subclause (3) the following:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Customs and/or Shipping and/or Forwarding Agents) Award 1971, No. 47 of 1948

- (a) **Clause 14. - Record: Insert as a preamble to subclause (3) the following:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Grain Handling) Award, 1977, No. R 34 of 1977

- (a) **Clause 26. - Records: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Hotels, Motels and Clubs) Award 1979, No. R 7 of 1977

- (a) **Clause 24. - Record: Insert as a preamble to subclause (3) the following:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Public Authorities) Award, 1987 No. PSA A7A of 1987

(a) **Clause 35. - Time and Wages Record:**

1. Insert the following sentence at the end of subclause (2) of this clause:

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

2. Insert the following as subclause (5) of this clause:

- (5) Except as provided for in subclause (6) the provisions of subclauses (1) to (4) inclusive are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (a) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (b) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

3. Insert the following as subclause (6) of this clause:

- (6) The terms of subclause (5) of this clause do not have application where the provisions of this clause empower the inspection of records by an authorised representative of a registered organisation whose members come within the exclusive jurisdiction of the Public Service Arbitrator. Provided further that the terms of subclause (2) of this clause which require the representative to whom that subclause applies to give reasonable notice of not less than 24 hours to an employer to inspect records does not have application to the authorised representative of the registered organisation whose members come within the exclusive jurisdiction of the Public Service Arbitrator.

Clerks' (R.A.C. Control Room Officers) Award of 1988, No. A 42 of 1987

(a) **Clause 18. - Record: Insert the following as the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Racing Industry - Betting) Award 1978, No. R 22 of 1977

- (a) **Clause 13. - Record: Insert the following as the end of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Swan Brewery Co. Ltd) Award 1986, No. A 5 of 1986

- (a) **Clause 19. - Record: Insert the following as the end of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Taxi Services) Award of 1970, No. 14B of 1968

- (a) **Clause 17. - Record: Insert the following as a preamble to this clause:**

The provisions of this clause are subject to the requirements that:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks (Timber) Award, No. 61 of 1947

- (a) **Clause 16. - Record: Insert the following at the end of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clerks' (Wholesale & Retail Establishments) Award No. 38 of 1947

- (a) **Clause 16. - Record: Insert the following as a preamble to subclause (3):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Clothing Trades Award 1973, No. 16 of 1972

- (a) **Clause 27. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Club Workers' Award, 1976, No. 12 of 1976

- (a) **Clause 32. - Record: Insert the following as a preamble to subclause (3):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Cockburn Cement Limited Award 1991, No. A 14 of 1991

- (a) **Clause 21. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Coles Distribution Centre Enterprise Agreement 1994, No. AG 38 of 1995

- (a) **Clause 25. - Time and Wages Record: Insert the following as a preamble to subclause (3):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Commercial Travellers and Sales Representatives' Award 1978, No. R 43 of 1978

- (a) **Clause 12. - Records: Insert the following after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Community Colleges (Salaried Officers) Award 1989, No. A14 of 1983

- (a) **Clause 28. - Salaries Record: Insert the following as a preamble to subclause (2):**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Concrete Masonry Block Manufacturing Award 1969, No. 28 of 1969

- (a) **Clause 15. - Record: Insert the following as the first paragraph to subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Contract Cleaners Award, 1986, No. A 6 of 1985

- (a) **Clause 15. - Time and Wages Record: Insert the following as the first paragraph to subclause (2):**
- Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.
- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Contract Cleaners' (Ministry of Education) Award, 1990, No. A 5 of 1981

- (a) **Clause 18. - Time and Wages Record: Insert the following as the first paragraph to subclause (2):**
- Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.
- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Contract Cleaning (F.M.W.U.) Superannuation Award 1988, No. A 3 of 1988

- (a) **Clause 9. - Record Keeping: Insert the following as subclause (3):**
- (3) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.
- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Crothall Hospital Services (W.A.) Pty Ltd Award, No. A3 of 1987

- (a) **Clause 13. - Record: Insert the following as the preamble to subclause (3):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

CSBP & Farmers Award 1990, No. A19 of 1989

Clause 27. - Time and Wages Record: Insert the following as a preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

CSBP & Farmers Ltd Agreement 1991, No. AG 1 of 1992

Clause 22. - Time and Wages Record: Insert the following as a preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Dairy Factory Workers' Award 1982

- (a) **Clause 20. - Time and Wages Record: Insert the following at the end of subclause (3) of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Dampier Salt Award 1990, No. A 23 of 1990

- (a) **Clause 24. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Dental Technicians' and Attendant/Receptionists Award 1982, No. 29 of 1982

- (a) **Clause 18. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Draughtsmen's, Tracers' and Planners' (Australian Iron and Steel Proprietary Limited) Kwinana Steel Industry Agreement 1975, No. AG 5 of 1975

- (a) **Clause 17. - Record: Insert the following paragraph at the end of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an

employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Draughtsmen's, Tracers', Planners' (Mt. Newman Mining Company Pty Limited) Award 1976 No. R 11 of 1979

- (a) **Clause 25. - Record: Insert the following at the end of subclause (1) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Draughtsmen's, Tracers' and Planners' (Mt. Newman Mining Company Pty Limited and Goldsworthy Mining Limited) Award, 1976, No. 3 of 1975

- (a) **Clause 22. - Record: Insert the following paragraph at the end of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Dresser Minerals - A.W.U. Barites Mining and Process Award 1979, No. R 33 of 1979

- (a) **Clause 20. - Time and Wages Record: Insert the following as the first paragraph to subclause (2) of the clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Dried Vine Fruits Industry Award, 1951, No. 8 of 1951

- (a) **Clause 8. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Drum Reclaiming Award, No 21 of 1961

- (a) Clause 10. - Time and Wages Record: Insert the following as the first paragraph to subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Dry Cleaning and Laundry Award 1979 Award No. R 35 of 1978

- (a) **Clause 23. - Time and Wages Record: Insert the following as the first paragraph to subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Dudley Agreement (Industrial Agreement) 1995, No. AG 78 of 1995

- (a) **Clause 21. - Record: Insert the following as the final paragraph to this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Earth Moving and Construction Award, No. 10 of 1963

- (a) **Clause 14. - Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Egg Processing Award 1978, No. R 42 of 1978

- (a) **Clause 15. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Electrical Contracting Industry Award R 22 of 1978

- (a) **Clause 17. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Electrical Trades (Security Alarms Industry) Award, 1980, No. R27 of 1979

- (a) **Clause 14. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Electrical, Engineering and Building Trades (West Australian Newspapers Limited) Award, 1988, No. A 17 of 1985

Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Electronic Servicing Employees (Building Management Authority) Award 1984, No. A 40 of 1982

- (a) **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
- (b) **Appendix - S 49B - Inspection of Records Requirements: Delete this Appendix.**

Electronics Industry Award No. A22 of 1985

- (a) **Clause 17. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Eltin Limited Hedges Gold Mine Maintenance Agreement, No. AG 49 of 1995

- (a) **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
- (b) **Appendix - S 49B - Inspection of Records Requirements: Delete this Appendix.**

Engine Drivers' (Building and Steel Construction) Award, No. 20 of 1973

- (a) **Clause 14. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engine Drivers' (General) Award, No. R 21 A of 1977

- (a) **Clause 17. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engine Drivers' (Gold Mining) Consolidated Award, 1979, No. 37 of 1947

- (a) **Clause 27. - Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engine Drivers (Government) Award 1983 Award No. A5 of 1983

- (a) **Clause 22. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engine Drivers' Minerals Production (Salt) Industry Award, 1970, No. 43 of 1968

- (a) **Clause 14. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engine Drivers' (Nickel Mining) Award 1968 Award No. 37 of 1968

- (a) **Clause 31. - Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engine Drivers (Quarries, Sand Pits and Limestone Quarries) Agreement 1991, No. AG 8 of 1991

- (a) **Clause 18. - Time and Wages Record: Insert the following at the end of subclause (2):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engine Drivers' (Wundowie) Iron and Steel Industry Agreement, 1976 No. AG 46 of 1976

- (a) **Clause 14. - Time and Wages Record: Insert the following at the end of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engineering and Engine Drivers' (Nickel Smelting) Award, 1973, No. 4 of 1973

- (a) **Clause 18. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engineering (Government Printing Office) Award 1986, No. 12 of 1984

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Engineering Trades and Engine Drivers (Nickel Refining) Award, 1971, No. 10 of 1971

- (a) **Clause 27. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Engineering Trades (Fremantle Port Authority) Award, 1968, Award Nos. 42 and 48 of 1968

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Engineering Trades (Government) Award, 1967 Award Nos. 29, 30 and 31 of 1961 and 3 of 1962

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix..**

Enrolled Nurses and Nursing Assistants (Government) Award No R 7 of 1978

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

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

- (a) **Clause 19. - Time and Wages Record: Insert the following as a preamble to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Ethnic Children's Services Industrial Award, 1993 No. A 10 of 1989

- (a) **Clause 23. - Time and Wages Record: Insert the following as the preamble to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Family Day Care Co-Ordinators' and Assistants' Award, 1985, No. A 16 of 1985

- (a) Clause 24. -Time and Wages Record: Insert the following at the end of subclause (3)(a) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Farm Employees' Award, 1985, No. A 19 of 1984**(a) Clause 10. - Record of Wages: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Fast Food Outlets Award 1990, No.A 14 of 1990**(a) Clause 29. - Record: Insert the following as the preamble to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Fibre Cement Workers Award No. 23 of 1960

- (a) **Clause 14. -Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Fire Brigade Employees (Workshops) Award 1983, No. A 6 of 1981

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Fire Brigade Employees Award 1990, No. A 28 of 1989

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Food Industry (Food Manufacturing or Processing) Award, No. A 20 of 1990

- (a) **Clause 10. -Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Food Industry (Food Manufacturing or Processing) Award, No.A 20 of 1990

- (a) **Clause 10. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Foodland Associated Limited (Western Australia) Warehouse Award 1982, No. 27 of 1982

- (a) **Clause 21. - Time and Wages Record: Insert the following as a preamble to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Foremen (Building Trades) Award 1991, No.A 5 of 1987

- (a) **Clause 17. - Time and Wages Records: Insert the following words after the word “notice” in subclause (2)(b) of this clause:**

of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Foremen and Supervisors Cement and Lime Production Industry (Cockburn Cement Limited),
No. A 40 of 1981

- (a) **Clause 13. - Record: Insert the following words after the word “notice” and before the word “to” in this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Fremantle Port Authority Administrative Agreement 1993, No. AG 78 of 1993

- Clause 49. - Time and Salaries Record: Insert the following as a preamble to subclause (b) of this clause:**

The provision of this subclause are subject to the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

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

- (a) **Clause 14.. - Time and Wages Record: Insert the following at the end of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Fruit Growing and Fruit Packing Industry Award, No. R 17 of 1979

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Funeral Directors' Assistants' Award, No. 18 of 1962

- (a) **Clause 17. - Time and Wages Record: Delete subclause (3) of this clause and in lieu thereof insert the following:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

Such record shall be open for inspection at the employer's business premises by a duly accredited representative of the union during working hours. Provided that if the record is not available. When the representative calls, it shall be made available for inspection within twenty-four hours at the employees' business premises.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Furniture Trades (Government) Award 1979, No. R 34 of 1979

- (a) **Clause 23. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Furniture Trades Industry Award, No. A 6 of 1984

- (a) **Clause 29. - Record: Insert the following at the end of subclause (4) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Gate, Fence and Frames Manufacturing Award, No. 24 of 1971

- (a) **Clause 13. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Glassfibre Reinforced Cement Award, No. 24 of 1984

- (a) **Clause 4. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Gold Mining Consolidated Award, 1980, No. 21 of 1967

- (a) **Clause 25. - Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Gold Mining Engineering and Maintenance Award, No. 26 of 1947

- (a) **Clause 16. - Record Book: Insert the following at the end of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Goldsworthy Mining Limited ADSTE Staff Award, No. 33 of 1981

- (a) **Clause 25. - Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.Golf Link and Bowling Green Employees' Award, 1993, No. 16 of 1967**(a) Clause 18. - Record: Insert the following as a preamble to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Government Chauffeur's Agreement, 1972, No. AG 13 of 1972**Clause 12. - Time and Salary Book and Pay Day: Insert as the first paragraph to this clause the following:**

The provision of this clause are subject to the following requirements:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Government Dredge Masters, Mates and Engineers Award, No. 34 of 1960**(a) Clause 13. - Records: Insert the following as the first paragraph to this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Government Water Supply, Sewerage and Drainage Employees Award 1981, No. 2 of 1980

- (a) Clause 33. - Inspection of Wage Sheets: Insert the following words after the word “notice” in clause:**

of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Government Water Supply, Sewerage and Drainage Foreman's Award 1984, No. A 10 of 1983,

- (a) **Clause 13. - Inspection of Wage Sheets: Insert the following words after the word "notice" in clause:**

of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Grain Handling Maintenance Workers Award, No. C 477 of 1979

- (a) **Clause 12. - Time and Wages Record: Insert the following as the first paragraph of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Grain Handling Salaried Officers' Consolidated Award 1989, No. 37 of 1965

- (a) **Clause 26. - Records: Insert the following as the first paragraph to this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Grain Pool of WA Administrative and Clerical Officers Award, 1978, No. 15 of 1978

- Clause 12. -Record: Insert the following as the preamble to this clause:**

The provisions of this clause are subject to the following requirements:

- (1) The employer may refuse the representative access to the records if: -
 - (a) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (b) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (2) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (3) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Greenbushes Mine Maintenance (Enterprise Bargaining) Industrial Agreement, 1993, No. AG 51 of 1993

- (a) **Clause 25. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Gregory's (Earthmoving Contractors) Subiaco Grandstand Construction Project Agreement 1994, No. AG 51 of 1995

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Gromark Packaging Pty Ltd Kewdale Plant Enterprise Agreement, 1995, No. 128 of 1995

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Hairdressers Award 1989, No.A 32 of 1988

- (a) **Clause 17. - Time and Wages Record: Insert the following at the end of subclause (3) (d) of this clause:**

Provided that before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Health Attendants Award 1979, No. A 49 of 1978

- (a) **Clause 22. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Heat Containment Industries (Refractory Specialities) Award No. 3 of 1981

- (a) **Clause 15. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

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

- (a) Clause 16. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Assistant Traineeship Industrial Agreement, 1986, No. Ag 10 of 1986

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Hospital Employees' (Homes of Peace) Consolidated Award, 1981, No. 26 of 1960

- (a) **Clause 10. - Record: Insert the following as a preamble to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Salaried Officers' (Cerebral Palsy) Award 1978, No. R 37 of 1976

- (a) **Clause 7. - Inspection of Salary Record: Insert the following at the end of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Salaried Officers (Dental Therapists) Award, 1980, No. R 27 of 1977

- (a) **Clause 20. - Records and Inspection of Records: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Salaried Officers (Good Samaritan Industries) Award 1990, No. A 8 of 1989

- (a) **Clause 6. - Record: Insert the following at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an

employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Salaried Officers (Private Hospitals) Award, 1980 No. R 28 of 1977

- (a) **Clause 8. - Inspection of Salary Record: Insert the following at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Salaried Officers (Private Hospitals Award Clerical Traineeships) Industrial Agreement, No. AG 3 of 1989

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Hospital Salaried Officers (Private Hospitals Award No. 28 of 1977 Clerical Traineeships) Industrial Agreement, No. AG 4 of 1989

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Hospital Salaried Officers (Red Cross Blood Transfusion Service), No. 17 of 1974

- (a) **Clause 7. - Inspection of Salary Record: Insert the following sentence at the end of this clause:**
Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.
- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Salaried Officers (Silver Chain) Award, No. R 38 of 1978

- (a) **Clause 7. - Inspection of Salary Record: Insert the following sentence at the end of this clause:**
Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.
- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Workers (Cleaning Contractors - Private Hospitals) Award 1978, No. R 2 of 1977

- (a) **Clause 14. - Record: Insert the following as the first paragraph to subclause (3)(a) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hospital Workers (Government) Award, No. 21 of 1966

- (a) **Clause 2. - Arrangement: Delete Appendix S.49B - Inspection of Records from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Hospital Workers (N'Gala) Award No. 6A of 1958

- (a) **Clause 10. - Time and Wages Record:**

1. Delete the words “, and shall be open for inspection by the Union Secretary or his nominee at all reasonable times” from subclause (2) of this clause.

2. Insert the following as subclause (3):

- (3) Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Hotel and Tavern Workers' Award, 1978, No. R 31 of 1977

- (a) **Clause 32. - Record: Insert the following as the preamble to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Independent Schools (Boarding House) Supervisory Staff Award, No. A9 of 1990

- (a) **Clause 20. - Salary Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Independent Schools Administrative and Technical Officers Award 1993, No.A 15 of 1991

- (a) Clause 18. - Salary Record: Insert the following at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Independent Schools' Teachers' Award 1976, No. R 27 of 1976

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Industrial Blaster/Coaters Second Year Training Programme Agreement, No. AG 2 of 1988

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Industrial Blaster/Coaters Second Year Training Programme Agreement, No. AG 3 of 1988

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Industrial Catering Workers' Award, 1977, No. 29A of 1974

- (a) **Clause 33. - Record: Insert the following as the first paragraph to subclause (3)(a) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Industrial Spraypainting and Sandblasting Award 1991, No. A 33 of 1987

- (a) **Clause 26. - Time Records: Insert the following as the first paragraph to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Iron and Steel Industry Workers (B.H.P. Steel International - Rod and Bar Division) Award, No. 1 of 1968

- (a) Clause 15. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Iron Ore Production and Processing (Hamersley Iron Pty Limited) Award, 1987, No. A20 of 1987

- (a) **Clause 18. - Time and Wages Record: Insert the following as the first paragraph to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Iron Ore Production and Processing (Mt Newman Mining Corporation Pty Limited) Award, No. A29 of 1984

- (a) **Clause 15. - Time and Wages Record: Insert the following as the first paragraph to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Jenny Craig Employees Award, 1995, No. A1 of 1994

- (a) **Clause 20. - Time and Wages Record: Insert the following as the first paragraph to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

John Lysaght (Australia) Limited Award, No. 27 of 1967

- (a) **Clause 8(3). - Time and Wages Book: Insert the following as the first paragraph to subclause (c) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Journalists' (Suburban and Free Newspapers) Award, No. A 1 of 1981

- (a) **Clause 16. - Time and Wages Book: Insert the following at the end of subclause (5) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

K-Mart Western Australia Distribution Centres Agreement, No. AG 100 of 1996

- Clause 26. - Time and Wages Record: Insert the following as a preamble to this clause:**

The provisions of this clause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (a) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (b) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

K-Mart Western Australia Distribution Centres Enterprise Agreement, No. AG 16 of 1995

- (a) **Clause 26. - Time and Wages Record: Insert the following at the first paragraph to subclause (3)(d) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Kalgoorlie Consolidated Gold Mines Award, 1993, No. A1(A) of 1992

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Laboratory and Technical Employees (Peters (WA) Limited) Award 1981, No. 12 of 1981

Clause 17. - Record: Insert the following as a preamble to this clause:

The provisions of this clause are subject to the following requirements:

- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Landscape Gardening Industry Award, No. R 18 of 1978

- (a) **Clause 21. - Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Laundry Workers' Award, 1981, No. A 29 of 1981

- Clause 15. - Time and Wages Record: Insert the following as the preamble to this clause:**

The provisions of this clause are subject to the following requirements:

- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Leslie Salt Co. Award - 1982, No. A 31 of 1982

- (a) **Clause 25. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Licensed Establishments (Retail and Wholesale) Award 1979, No. R 23 of 1977

- (a) **Clause 20. - Time and Wages Records and Rosters: Insert the following as the first paragraph to subclause (3)(d) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Life Industry (Electrical and Metal Trades) Award, 1973, No. 9 of 1973

- (a) **Clause 15. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Malting Industry Award, 1993, No. A6 of 1993

- (a) Clause 17. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Main Roads Western Australia 1994 Enterprise Agreement, No. PSA AG 2 of 1994 and Ag 121 of 1994

(a) Clause 8. - Employee Record:**1. Insert the following as subclause 8.3 to this clause:**

8.3 The provisions of subclauses 8.1 and 8.2 are subject to the following requirements:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

2. Insert the following as subclause 8.4 to this clause:

8.4 The terms of subclause 8.3 of this clause do not have application to the provisions of this clause which empower an authorised union official who's members come within the exclusive jurisdiction of the Public Service Arbitrator.

The Manufacturing Chemists Award, 1976, No. R3 of 1976**(a) Clause 19. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Marine Stores Award, No. 13 of 1958

- (a) **Clause 26. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Masters Dairy Award, 1994, No. A 2 of 1994

- (a) **Clause 32. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Materials Testing Employees' Award, 1984, No. A 5 of 1982**(a) Clause 27. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Matilda Bay Brewing Company Limited Enterprise Award, 1994, No. A 22 of 1990**(a) Clause 25. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Meat Industry (Government) Award, 1983, No. A 44 of 1981

- (a) **Clause 14. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Meat Industry (Northwest Abattoirs) Award, No. A 12 of 1988

- (a) **Clause 30. - Time and Wages Records: Insert the following at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Meat Industry (State) Award, 1980, No. R 9 of 1979

- (a) **Clause 16. - Time and Wages Record: Insert the following sentence after the sentence to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Meat Industry (Western Australian Lamb Marketing Board) Award, 1981, No. A 37 of 1981

- (a) **Clause 15. - Time and Wages Records: Insert the following at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Mechanical and Electrical Contractors (North West Shelf Project Platform) Award, 1984, No. A 10 of 1984

- (a) **Clause 2. - Arrangement: Delete Appendix - S.49B - Inspection of Records Requirements from this clause.**
- (b) **Appendix - S.49B - Inspection of Records Requirements: Delete this Appendix.**

Metal Trades (General) Award 1966, No. 13 of 1965

- (a) **Clause 17. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Metals and Engineering Rapid Metal Developments (Aust) Pty Ltd Award 1993, No. A 4 of 1993

- (a) **Clause 17. - Time and Wages Record: Insert the following as the first paragraph in subclause (3)(d) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Mineral Earths Employees' Award, No. 9 of 1975

- (a) Clause 14. - Time and Wages Record: Insert the following at the end of the first paragraph of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Mineral Sands Industry Award 1991, No. A 3 of 1991

- (a) **Clause 25. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Mineral Sands Mining and Processing (Engineering and Building Trades) Award, 1977, No. 6 of 1977

- (a) **Clause 12. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Mineral Sands Mining and Processing Industry Award, 1981, No. A 38 of 1981

- (a) **Clause 14. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Minerals Production (Salt) Industry Award 1969, No. 36 of 1968

- (a) **Clause 16. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Miscellaneous Government Conditions and Allowances Award No. A 4 of 1992

(a) **Clause 11. - Time and Wages Record:**

1. Insert the following sentence at the end of subclause (2)(a) of this clause:

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

2. Delete placitum (i) from subclause (2)(b) and renumber the remaining placita accordingly.

(b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Miscellaneous Workers' (Activ Foundation) Award, No. A 20 of 1980

(a) **Clause 31. - Time and Wages Record: Insert the following at the end of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Monumental Masonry Industry Award, 1989, No. A 36 of 1987

- (a) Clause 7. - Wages: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Motel, Hostel, Service Flats and Boarding House Workers' Award, 1976, No. 29 of 1974

(a) Clause 32. - Record: Insert the following as the first paragraph to subclause (3)(c) of this clause:

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

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

(a) Clause 11. - Record: Insert the following at the end of subclause (2) of this clause:

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Muja Construction (State Energy Commission) Award 1984

- (a) **Clause 16. - Time and Wages Book: Insert the following words after the word “notice” and before the word “of” in this clause:**

of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Musicians' General (State) Award 1985

- (a) **Clause 15. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nickel Mining and Processing Award, 1975, No. 18 of 1975

- (a) **Clause 25. - Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nickel Refining Award, 1971, No. 6 of 1971

- (a) **Clause 26. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nickel Smelting (Western Mining Corporation Limited) Award, 1972, No. 18 of 1972

- (a) **Clause 19. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

North Rankin Construction Award, No. A 42 of 1981

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Nurses' (Aboriginal Medical Services) Award No. A 23 of 1987**(a) Clause 21. - Time and Wages Record:**

- 1. Insert the following words after the word “notice” and before the word “being” in subclause (2) of this clause:**

of not less than 24 hours

- 2. Insert the following words after the word “given” and before the word “be” in subclause (2) of this clause:**

to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nurses' (ANF - RFDS Western Operations) Award, No. 18 of 1982**1. Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements****2. Delete the existing Appendix - S 49B - Inspection of Records Requirements**Nurses (Child Care Centres) Award 1984, No. A 23 of 1984**(a) Clause 18. - Time and Wages Record: Insert the following words after the word “notice” and before the word “to” in this clause:**

of not less than 24 hours

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an

employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nurses' (Day Care Centres) Award 1976, No. R 11 of 1976

- (a) **Clause 15. - Time and Wages Record: Insert the following words after the word "notice" and before the word "to" of this clause:**

of not less than 24 hours

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nurses (Dentists Surgeries) Award 1977, No. 44 A of 1976

- (a) **Clause 18. - Time and Wages Book:**

- 1. **Insert the following words after the word "notice" and before the word "being" in the second paragraph of this clause:**

of not less than 24 hours

- 2. **Insert the following words after the word "given" and before the word "be" in the second paragraph of this clause:**

to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nurses (Doctors Surgeries) Award 1977, No. 44 of 1976

- (a) **Clause 18. - Time and Wages Book:**

1. **Insert the following words after the word “notice” and before the word “being” in the second paragraph of this clause:**

of not less than 24 hours

2. **Insert the following words after the word “given” and before the word “be” in the second paragraph of this clause:**

to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nurses' (Private Hospitals) Award, No. 1 of 1966

- (a) **Clause 15. - Time and Wages Book: Insert the following words after the word "notice" and before the word "being" in subclause (2) of this clause:**

of not less than 24 hours

- (b) **Clause 15. - Time and Wages Book: Insert the following words after the word "given" and before the word "be" in subclause (2) of this clause:**

to an employer.

- (c) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Nurses' (Red Cross Blood Transfusion Service) Award of 1979, No. R 16 of 1979

- (a) **Clause 16. - Time and Wages Record: Insert the following at the end of the first paragraph to this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Optical Mechanics' Award, 1971, No. 9 of 1970

- (a) **Clause 10. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Paint and Varnish Makers' Award No. 22 of 1957, No. 22 of 1957

- (a) **Clause 29. - Time and Wages Record: Insert the following sentence after the second sentence in this clause (ie: after "hours" and before "Provided"):**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Particulate Board Employees' Award, 1964, No. 22 of 1964

- (a) **Clause 15. - Record: Insert the following at the end of the penultimate sentence to this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Particulate Board Industry Award No. 10 of 1978, No. R 10 of 1978

- (a) **Clause 17. - Time and Wages Records: Insert the following at the end of the subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Pastrycooks' Award No. 24 of 1981, No. A 24 of 1981

- (a) **Clause 13. - Time and Wages Record: Insert the following as the first paragraph at subclause (3) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

PB Foods Limited (Balcatta Operations) Enterprise Agreement 1997

- Clause 27. - Time and Wages Record: Insert the following as the preamble to this clause:**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Pepsi Cola Bottlers Western Australian Enterprise Agreement 1995, No. AG 3 of 1995

- (a) **Insert the following sentence at the end of the first sentence in subclause (3) (i.e. after the word “therefrom”):**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Performers' Live Award (WA) 1993, No. A 18 of 1989

- (a) **Clause 14. - Time and Wages Record:**

1. **Delete the words “on demand” from the first sentence in subclause (3) of this clause:**
2. **Delete the words “One clear days” from subclause (3) of this clause and insert the following in lieu thereof:**

The

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Permanent Building Societies (Administrative and Clerical Officers) Award, 1975, No. 26 of 1975

- (a) **Clause 15. - Record: Insert the following at the end of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Pest Control Industry Award 1982, No. A 9 of 1982

- (a) **Clause 11. - Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Pharmacy Guild/SDA Australian Vocational Certificate Training System Pilot Project Agreement 1993, No. AG 57 of 1993

- (a) **Clause 20- Time and Wages Record: Insert the following as the first paragraph at subclause (3)(d) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Photographic Industry Award, 1980, No. 3 of 1965

- (a) **Clause 10. - Right of Entry: Insert the following sentence after the last sentence in subclause (3) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Pipe, Tile and Pottery Manufacturing Industry Award, No. R 34 of 1978

- (a) **Clause 15. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

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

- (a) **Clause 19. - Records: Insert the following at the end of subclause (7) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Plastic Manufacturing Award 1977, No. 5 of 1977

- (a) **Clause 10. - Time and Wages Record: Insert the following as the penultimate sentence in the clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Platform Modification and Hook-Up Agreement No. AG 6 of 1990

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Plywood and Veneer Workers Award No. 28 of 1981

- (a) **Clause 17. - Time and Wages Records: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Plywood and Veneer Workers' Award, 1952, No. 24 of 1952

- (a) **Clause 14. - Time and Wages Records: Insert the following at the end of the penultimate sentence to this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Porcelain Workers Award, 1970, No. 1 of 1970

- (a) **Clause 18. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Poultry Breeding Farm & Hatchery Workers' Award 1976, No. R 20 of 1976

- (a) **Clause 16. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Printing Award, No. 9 of 1969

- (a) **Clause 47. - Time and Wages Records: Insert the following words at the commencement of subclause (3) of this clause:**

not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Printing (Community Newspaper Group) Award, No. A 21 of 1989

- (a) **Clause 14. - Time and Wages Record: Insert the following as the preamble to this clause:**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Printing (Government) Award, 1990, No. A 8 of 1990

- (a) **Clause 23. - Record Book: Insert the following as the first paragraph to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Printing (Institute of Technology - Apprentices) Industrial Agreement, No. 1 of 1969

- (a) **Clause 4. - Long Service Leave: Insert the following sentence at the end of paragraph (2) of subclause (7) - Records to be Kept, of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

The Printing (Newspaper) Award 1979, No. R 23 of 1979

- (a) **Clause 13. - Time and Wages Records: Insert the following as the first paragraph to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Printing (Western Mail) Award, No. 39 of 1982

- (a) **Clause 15. - Time and Wages Record: Insert the following as the first paragraph to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Private Hospitals Employees' Award, 1972, No. 27 of 1971

- (a) **Clause 14. - Record: Insert the following as the first paragraph to subclause (3)(a) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Quadriplegic Centre Award, No. A 1 of 1993

- (a) **Clause 11. - Record: Insert the following as the first paragraph at subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Quarry Workers' Award, 1969, No. 13 of 1968

- (a) **Clause 23. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Radio and Television Employees' Award, No. R 3 of 1980

- (a) **Clause 16. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Railway Employees' Award No. 18 of 1969

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Restaurant, Tearoom and Catering Workers' Award, No. R 48 of 1978

- (a) **Clause 32. - Record: Insert the following as the first paragraph to subclause (3)(c) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Retail Food Services Establishments Employees Agreement 1992, No. AG 15 of 1992

- (a) Clause 28. - Record: Insert the following as a preamble to subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Retail Food Services Employees' Agreement 1991, No. AG 10 of 1991

- (a) **Clause 21. - Time and Wages Record: Insert the following as the first paragraph to subclause (3)(d) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Retail Pharmacists' Award, 1966, No. 23 of 1965

- (a) **Clause 19. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Australia Agreement, No. AG 266 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Boulder Agreement, No. AG 273 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Bridgetown Agreement, No. AG 272 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Broome Agreement, No. AG 271 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Bunbury Agreement, No. AG 264 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Busselton/Dunsborough Agreement, No. AG 285 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Carnarvon Agreement, No. AG 270 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Margaret River Agreement, No. AG 269 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Merriwa Agreement, No. AG 268 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Narrogin Agreement, No. AG 265 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

River Rooster Pinjarra Agreement, No. AG 267 of 1996

(a) Clause 28. - Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Rock Lobster and Prawn Processing Award 1978, No. R 24 of 1977

(a) Clause 17. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Rope and Twine Workers' Award, No. 11 of 1963

- (a) **Clause 9. - Time and Wages Record: Insert the following at the end of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Saddlers and Leatherworkers' Award, No. 7 of 1962

- (a) **Clause 19. - Time and Wages Record: Insert the following as the penultimate paragraph to this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Salaried Officers (Paraplegic-Quadriplegic Association) Award, No. A 17 of 1986

- (a) **Clause 7. - Inspection of Salary Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Saw Servicing Establishments Award, No. 17 of 1977

- (a) **Clause 12. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

School Employees (Independent Day & Boarding Schools) Award, 1980, No. 7 of 1979

- (a) **Clause 26. - Time and Wages Record: Insert the following at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Security Officers' Award, No. A 25 of 1981

- (a) **Clause 18. - Access to Records: Insert the following sentence after the first sentence at subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Shark Bay Salt and Gypsum (Production and Processing) Useless Loop Award, No. A 15 of 1988

- (a) **Clause 15. - Time and Wages Record: Insert the following as the first paragraph to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Sheet Metal Workers' Award, No. 10 of 1973

- (a) **Clause 13. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Sheet Metal Workers' (Government Award) 1973, No. 31 of 1973

- (a) **Clause 26. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Ship Painters' and Dockers' Award, No. 29 of 1960

- (a) **Clause 15. - Time and Wages Records: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Shop and Warehouse (Wholesale and Retail Establishments) State Award 1977, Award No. R 32 of 1976

- (a) **Clause 21. - Time and Wages Record: Insert the following as the first paragraph to subclause (3)(d) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Showgrounds Maintenance Workers' Award No. 55 of 1968

- (a) Clause 20. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Smith's Snackfood Company Limited (Western Australia) Enterprise Agreement 1996, No. AG 341 of 1996**(a) Clause 14. - Time and Wages Record: Insert as the preamble to this clause the following:**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Soap and Allied Products Manufacturing Award, No. 25 of 1960**(a) Clause 11. - Time and Wages Record: Insert the following at the end of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Soft Furnishings Award, No. 23 of 1982**(a) Clause 25- Time, Wages and Superannuation Record: Insert as the preamble to this clause:**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

St John of God Hospital Subiaco (Maintenance) Agreement 1995, No. AG 34 of 1995

- (a) Clause 38. - Time and Wages Record: Insert as a preamble to this clause the following:**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The State Batteries Agreement, No. AG 42 of 1977

- (a) **Clause 32. - Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

State Energy Commission of Western Australia Wages and Conditions Award, 1988, No. A 1 of 1989

- (a) **Clause 37. - Time and Wages Records: Insert the following words at the end of subclause (1) of this clause:**

of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

State Research Stations, Agricultural Schools and College Workers Award 1971, No. 23 of 1971

- (a) **Clause 24. - Time Record: Insert the following at the end of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Storemen (Government) Consolidated Award 1979, No. 20 of 1969

- (a) **Clause 14. - Time and Wages Records: Insert the following at the end of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Storemen Independent Wooldumpers Pty Ltd Award, No. A 36 of 1982

(a) **Clause 15. - Time and Wages Record:**

1. **In subclause (3)(a), delete the reference to “subclause (2) and (4)” and replace with “subclause (2) and (3)”.**
2. **Insert the following sentence after the first sentence to subclause (3)(b)(ii) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Storemen's Rapid Metal Developments (Aust.) Pty Ltd Award 1982, No. A 44 of 1982

(a) **Clause 18. - Time and Wages Records: Insert the following as the first paragraph to subclause (3)(d) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an

employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Subiaco Grandstand Construction Project (Allcon Steel Construction) Agreement 1994, No. AG 39 of 1995

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Subiaco Grandstand Construction Project (Bobrik Constructions) Agreement 1994, No. AG 40 of 1995

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Subiaco Grandstand Construction Project (C & O Constructions) Agreement 1994, No. AG 42 of 1995

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Subiaco Grandstand Construction Project (CASC Formwork Pty Ltd) Agreement 1994, No. AG 41 of 1995

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Subiaco Grandstand Construction Project (Quick Fix) Agreement 1994, No. AG 43 of 1995

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Subiaco Grandstand Construction Project (Vandertang Concrete) Agreement 1994, No. AG 44 of 1995

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

Subiaco Grandstand Construction Project Agreement 1994, No. AG 184 of 1994

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**

2. Delete the existing Appendix - S 49B - Inspection of Records Requirements

The Sugar Refining Award, No. A 41 of 1982

(a) Clause 11. - Time and Wages Records: Insert the following at the end of this clause:

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Supermarkets and Chain Stores (Western Australia) Warehouse" Award 1982, No. A 26 of 1982

(a) Clause 22. - Time and Wages Records: Insert the following as the first paragraph to subclause (3)(d) of this clause:

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Supported Employees Industry Award, No. A 1 of 1988

- (a) **Clause 8. - Inspection of Salary Record: Insert the following at the end of the clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Tea Attendants and Canteen Workers' (S.E.C.) Award, 1975, No. 27 of 1974

- (a) **Clause 13. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Teachers (Public Sector Primary and Secondary Education) Award 1993, No. TA 1 of 1992

- (a) **Clause 45. - Time and Salaries and Other Records: Insert the following at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Clause 24. - Time and Salaries and Other Records: Delete subclause (4) and in lieu thereof insert the following:**

The Union shall on obtaining any information from the time and wages records, ensure that its use is properly limited to matters of enforcement.

- (c) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Teachers (Public Sector Technical and Further Education) Award 1993, No. TA 1/1/ of 1992

- (a) **Clause 43 - Time and Salaries and Other Records:**

1. Insert the following at the end of subclause (3) of this clause:

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

2. Delete subclause (4) and in lieu thereof insert the following:

The Union shall on obtaining any information from the time and wages records, ensure that its use is properly limited to matters of enforcement.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Technical Assistant Survey Traineeship Agreement 1987, No. AG 6 of 1987

(a) Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements

(b) Delete the existing Appendix - S 49B - Inspection of Records Requirements

Telfer Gold Mine Fly In/Fly Out" Award, No. A 9 of 1987

(a) Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements

(b) Delete the existing Appendix - S 49B - Inspection of Records Requirements

Theatrical Employees Entertainment, Sporting and Amusement Facilities (Western Australian Government) Award 1987

(a) Clause 10. - Time and Wages Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete from subclause (1)(b) the words:

“Provided that one clear days notice shall be given to the employer of any such inspection.”

Theatrical Employees (Perth Theatre Trust) Award No. 9 of 1983, No. A 9 of 1983

(a) Clause 25. - Time and Wages Records:

- 1. Delete the words “on demand” from subclause (3) of this clause:**
- 2. Insert the following as the first paragraph to subclause (3) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

The Royal WA Institute for the Blind Employees Wage Agreement, No. AG 13 of 1997

(a) Clause 25. - Time and Wages Records:

- 1. Insert the following as the preamble to this clause:**

The provisions of this clause are subject to the requirement that before exercising a power of inspection, the State Secretary or authorised official of the association shall give reasonable notice of not less than 24 hours to the employer.

- 2. Delete subclause (4) and renumber subclause (5) as (4).**

(c) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Ticketwriters Award, No. 29 of 1958

- (a) **Clause 19. - Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Timber Workers Award No. 36 of 1950

- (a) **Clause 20. - Record: Insert the following at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Timber Yard Workers Award No. 11 of 1951

- (a) **Clause 12. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Tin and Associated Minerals Mining and Processing Industry Award No. 14 of 1971

- (a) **Clause 14. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Titanium Oxide Manufacturing Award 1975, No. 8 of 1975

- (a) **Clause 19. - Record: Insert the following as the first paragraph to subclause (3) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Transfield - A.S.I. (Enterprise Bargaining) Consent Agreement 1993, No. AG 9 of 1993

1. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
2. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

The Transport Trust Salaried Officers' Award No. 3 of 1977

1. **Clause 45. - Time and Salaries Record:**
- (a) **Insert the following as the preamble to this clause:**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete subclause 2(b)(i) and renumber remaining provisions (i) & (ii) respectively.**

Transport Workers' (Burswood Island Resort) Award 1987, No. A 2 of 1987

- (a) **Clause 21. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**
Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.
- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Transport Workers' (Eastern Goldfields Transport Board) Award 1976, No. 23 of 1976

- (a) **Clause 28. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Transport Workers' (General) Award No. 10 of 1961, No. 10 of 1961

- (a) **Clause 14. - Time and Wages Record: Insert the following at the end of the first paragraph at subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and

- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Transport Workers (Government) Award, 1952, No. 2 A of 1952

- (a) **Clause 18. - Time and Wages Record: Insert the following at the end of the first sentence at subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Transport Workers (Mobile Food Vendors) Award 1987, No. A 3 of 1986

- (a) **Clause 11. - Time and Wages Record: Insert the following words after the word “notice” and before the word “be” at subclause (2) of this clause:**

of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Transport (Motor Car Drivers Government) Industrial Agreement No. 2 of 1950

1. Clause 14. - Time and Wages Book: Insert the following as the first paragraph to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Transport Workers' (North West Passenger Vehicles) Award, 1988, No. A 19 of 1987

(a) Clause 27. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:

(a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Transport Workers' (Passenger Vehicles) Award No. R 47 of 1978, No. R 47 of 1978

- (a) **Clause 23. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

University, Colleges and Swanleigh Award, 1980, No. 7B of 1979

- (a) **Clause 26. - Time and Wages Record: Insert the following sentence at the end of subclause (3) of this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Vehicle Builders' Award 1971, No. 9 of 1971

- (a) **Clause 21. - Time and Wages Record: Insert the following at the end of the penultimate paragraph to this clause:**

Before exercising a power of inspection the representative shall give reasonable notice of not less than 24 hours to the employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

WA Ceiling Industries Subiaco Grandstand Construction Project Agreement 1994, No. AG 72 of 1995

- a. **Clause 2. - Arrangement: Delete Appendix -S. 49B - Inspection of Records Requirements**
- b. **Delete the existing Appendix - S 49B - Inspection of Records Requirements**

WA Sports Centre Trust Enterprise Agreement (CSA, WATAEA & ALHMWU) 1996, No. PSGAG 6 of 1996

- (a) **Clause 18. - Administration: Insert the following at the end of subclause (1) Records:**

Except as specified in the final paragraph of this subclause the provisions of this subclause inserted pursuant to section 49B of the Industrial Relations Act, are subject to the following requirements:

The employer may refuse the authorised union official access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the union; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the union official.

The power of inspection may only be exercised by a representative of the union authorised for the purpose in accordance with the rules of the union.

The terms of this subclause inserted pursuant to section 49B of the Industrial Relations Act do not have application to the provisions which empower an authorised union official who's members come within the exclusive jurisdiction of the Public Service Arbitrator.

Watchmakers' and Jewellers' Award, 1970, No. 10 of 1970

(a) Clause 10. - Record: Insert the following at the end of subclause (2) of this clause:

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
 - (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Water Corporation Conditions Agreement, 1997, No. AG 332 of 1997

(a) Clause 5.2 - Time and Pay Records:

1. Insert the following at the end of subclause (C)(i) of this clause:

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

2. Insert the following as subclause (C)(v) of this clause:

- (v) Except as provided in subclause (C)(vi) of this clause the provisions of subclauses (C)(i) to (C)(iv) inclusive shall be subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

3. Insert the following at the end of subclause (C)(v) of this clause:

- (vi) The terms of subclause (C)(v) of this clause do not have application where the provisions of this clause empower the inspection of records by an authorised representative of a registered organisation who's members come within the exclusive jurisdiction of the Public Service Arbitrator. Provided further that the terms of subclause (C)(i) of this clause which requires the representative to whom that subclause applies to give reasonable notice of not less than 24 hours to an employer to inspect records does not have application to the authorised representative who's members come within the exclusive jurisdiction of the Public Service Arbitrator.

Western Australian College of Advanced Education Non-Academic Salaried Staff Award 1981, No. R 3 of 1979

a. Clause 33. - Time and Salaries Record: Insert the following as the preamble to this clause:

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete subclause (c) and insert in lieu thereof the following:

- (c) The Association's duly accredited official shall respect confidential information obtained from time and salary records.

The Western Australian Surveying (Private Practice) Industry Award 1989, No. A 2 of 1988

(a) Clause 28. - Record: Insert the following at the end of subclause (1) of this clause:

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

(b) Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Wineries Award 1969, No. 31 of 1969

- (a) **Clause 17. - Time and Wages Record: Insert the following at the end of subclause (2) of this clause:**
- Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.
- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Wire Manufacturing (Australian Wire Industries Pty Ltd) Award No. 24 of 1970

- (a) **Clause 13. - Time and Wages Record: Insert the following sentence after the first sentence to subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Wool Scouring and Fellingmongery Industry Award, No. 32 of 1959

- (a) **Clause 11. - Time and Wages Record: Insert as the preamble to this clause the following:**

The provisions of this subclause are subject to the following requirements:

The employer may refuse the representative access to the records if: -

- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
- (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.

The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Wool, Hide and Skin Store Employees' Award, No. 8 of 1966

- (a) **Clause 18. - Time and Wages Record: Insert the following as the first paragraph to subclause (3)(d) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Worsley Alumina Pty. Ltd. Long Service Leave Conditions Award, 1984, No. 27 of 1985

- (a) **Clause 10. - Records to be kept: Insert the following at the end of subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
 - (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
 - (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
 - (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

Wundowie Foundry Award 1986, No. A 8 of 1986

- (a) **Clause 14. - Time and Wages Record: Insert the following sentence after the first sentence in subclause (2) of this clause:**

Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

- (b) **Delete the existing Appendix - S.49B - Inspection of Records Requirements and insert the following:**

APPENDIX - S.49B - INSPECTION OF RECORDS REQUIREMENTS

- (1) Where this award, order or industrial agreement empowers a representative of an organisation of employees party to this award, order or industrial agreement to inspect the time and wages records of an employee or former employee, that power shall be exercised subject to the Industrial Relations (General) Regulations 1997 (as may be amended from time to time) and the following:
- (a) The employer may refuse the representative access to the records if: -
- (i) the employer is of the opinion that access to the records by the representative of the organisation would infringe the privacy of persons who are not members of the organisation; and
 - (ii) the employer undertakes to produce the records to an Industrial Inspector within 48 hours of being notified of the requirement to inspect by the representative.
- (b) The power of inspection may only be exercised by a representative of an organisation of employees authorised for the purpose in accordance with the rules of the organisation.
- (c) Before exercising a power of inspection, the representative shall give reasonable notice of not less than 24 hours to an employer.

CHIEF COMMISSIONER