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18 November 2005

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NEW SOUTH WALES
INDUSTRIAL GAZETTE

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(1014)

SERIAL C3855

BROKEN HILL COMMERCE AND INDUSTRY AGREEMENT CONSENT AWARD 2001

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Barrier Industrial Council, industrial organisation of employees.

(No. IRC 3265 of 2005)

Before Mr Deputy President Sams

21 July 2005

VARIATION

1. Delete the subject matter of clause number 1.39 in the General Clauses Index of the award published 9 September 2005 (353 I.G. 677) and insert in lieu thereof the following:

1.39 2005 State Wage Case

2. Delete subclause 1.39, 2004 State Wage Case, and insert in lieu thereof the following:

1.39. 2005 State Wage Case

This clause is to give effect to the 2005 State Wage Case principles and the decision of the Commission in IRC 2911 of 2005. This clause is to be applied in a manner consistent with the decision of the Commission in that matter:

The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (i) any equivalent over-award payments, and/or
- (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

The above clause will replace the offsetting clause inserted into awards pursuant to the principles determined in the State Wage Case 2005 decision.

Schedule of Allowances

Effective from 1 October 2005

Refer to Domestic Section for any other allowances

| Item No. | Clause No. | Description of Allowance | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------|--------------------------------------|--------------------------|-----------------------------|----------------|-----------------------------|
| Item 1 | 1.9 3.7 6.8 16.9 11.3(d) | Broken Shift | 3.98 per shift | 3% | 4.10 per shift |
| Item 2 | 1.14(a) 11.14 | First Aid Allowance | 6.49 per week | 3% | 6.68 per week |

| | | | | | |
|---------|--|---|--------------------------------|----------|--------------------------------|
| Item 3 | 1.22(c) 1.22(c) 3.8 (b) 3.8(c) 6.1(c) 7.1(c) 9.1(c) 22.1(c) | Overtime Meal Allowance | 8.20 per meal | 3% | 8.45 per meal |
| Item 4 | 1.27(d) 11.11(a) | Laundry Allowance | 4.79 per week | 3% | 4.93 per week |
| Item 5 | 1.35(a) | Bicycle Allowance | 8.54 per week | 3% | 8.80 per week |
| Item 6 | 1.35(a) | Motor Cycle Allowance | 26.06 per week | 3% | 26.84 per week |
| Item 7 | 1.35(a) | Motor Car Allowance under 2000cc | 96.23 per week 0.30 per km | 3% 3% | 99.12 per week 0.31 per km |
| Item 8 | 1.35(a) | Motor Car Allowance 2000cc and over | 114.23 per week 0.30 per km | 3% 3% | 117.66 per week 0.31 per km |
| Item 9 | 1.35(a) | Motor Car Allowance under 2000cc (casual employee) | 0.43 per km | 3% | 0.44 per km |
| Item 10 | 1.35(a) | Motor Car Allowance 2000cc and over (casual employee) | 0.48 per km | 3% | 0.49 per km |
| Item 11 | 19.3(b) | Fare Allowance | 9.11 per shift | 3% | 9.38 per shift |
| Item 12 | 3.6 | Additional Rates - Cleaning | 6.83 per week | 3% | 7.03 per week |
| Item 13 | 11.15(a) | Mixed Functions | 11.36 per shift or day | 3% | 11.70 per shift or day |

3. Delete the Wage Schedule from the Animal Welfare Section and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

Adult Employees

| Adult Employees | | Rate as at 1/10/04 | SWC 2005 | Rate as at 1/10/05 |
|------------------------|--|--------------------|----------|--------------------|
| | | \$ | \$ | \$ |
| Animal Nurse | | 489.25 | 17.00 | 506.25 |
| General Nurse | | 483.85 | 17.00 | 500.85 |
| Animal Attendant | | 467.40 | 17.00 | 484.40 |
| Food prep/Kennel Clean | | 467.40 | 17.00 | 484.40 |
| All Others | | 467.40 | 17.00 | 484.40 |

Junior Employees

| | | Rate as at 1/10/04 | SWC 2005 | Rate as at 1/10/05 |
|-----------------------|-----------------|--------------------|----------|--------------------|
| | | \$ | \$ | \$ |
| Kennel Cleaner | % of Adult Rate | | | |
| Under 17 years of age | 70% | 327.18 | 11.90 | 339.08 |
| At 17 years of age | 80% | 373.92 | 13.60 | 387.52 |
| At 18 years of age | 90% | 420.66 | 15.30 | 435.96 |
| At 19 years of age | 100% | 467.40 | 17.00 | 484.40 |

All Others

| | | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-----------------------|-----------------|--------------------------|----------------|--------------------------|
| | % of Adult Rate | | | |
| Under 17 years of age | 70% | 327.18 | 11.90 | 339.08 |
| At 17 years of age | 80% | 373.92 | 13.60 | 387.52 |
| At 18 years of age | 90% | 420.66 | 15.30 | 435.96 |
| At 19 years of age | 100% | 467.40 | 17.00 | 484.40 |

4. Delete the Wage Schedule from the Cleaners and Caretakers Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages**

| Employees | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-----------|--------------------------|----------------|--------------------------|
| Caretaker | 535.10 | 17.00 | 552.10 |
| Cleaner | 506.23 | 17.00 | 523.23 |

5. Delete the Wage Schedule from the Clerks Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages**

| Grade | Rate as at 23/06/04 \$ | SWC 2005 \$ | Rate as at 23/6/05 \$ |
|---------|---------------------------|----------------|--------------------------|
| Grade 1 | 519.00 | 17.00 | 536.00 |
| Grade 2 | 539.90 | 17.00 | 556.90 |
| Grade 3 | 573.60 | 17.00 | 590.60 |
| Grade 4 | 615.30 | 17.00 | 632.30 |
| Grade 5 | 675.90 | 17.00 | 692.90 |

Junior Rates

| | Rate as at 23/06/04 \$ | SWC 2005 \$ | Rate as at 23/6/05 \$ |
|-----------------------------|---------------------------|----------------|--------------------------|
| Qualified Computer Operator | | | |
| At 17 years | 274.30 | 3.0% | 282.53 |
| At 18 years | 332.08 | 3.0% | 342.04 |
| At 19 years | 377.69 | 3.0% | 389.02 |
| At 20 years | 443.49 | 3.0% | 456.79 |

All Others

| | Rate as at 23/06/04 \$ | SWC 2005 \$ | Rate as at 23/6/05 \$ |
|----------------|---------------------------|----------------|--------------------------|
| Under 17 years | 214.16 | 3.0% | 220.58 |
| At 17 years | 264.63 | 3.0% | 272.57 |
| At 18 years | 321.30 | 3.0% | 330.94 |
| At 19 years | 362.47 | 3.0% | 373.34 |
| At 20 years | 424.10 | 3.0% | 436.82 |

6. Delete the Wage Schedule from the Clothing Trades Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages**

| | | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|------------------------|--|--------------------------|----------------|--------------------------|
| Seamstress | | 510.60 | 17.00 | 527.60 |
| Cutter & Pattern Maker | | 549.70 | 17.00 | 566.70 |
| Tradesperson | | 590.25 | 17.00 | 607.25 |

Apprentices

| | % of Trades - person Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-------------------------|------------------------------|--------------------------|----------------|--------------------------|
| 1st year - 1st 6 months | 50% | 295.13 | 8.50 | 303.63 |
| 1st Year - 2nd 6 months | 55% | 324.64 | 9.35 | 333.99 |
| 2nd year - 1st 6 months | 60% | 354.15 | 10.20 | 364.35 |
| 2nd Year - 2nd 6 months | 65% | 383.66 | 11.05 | 394.71 |
| 3rd year - 1st 6 months | 70% | 413.18 | 11.90 | 425.08 |
| 3rd Year - 2nd 6 months | 75% | 442.69 | 12.75 | 455.44 |
| 4th year - 1st 6 months | 80% | 472.20 | 13.60 | 485.80 |
| 4th Year - 2nd 6 months | 85% | 501.71 | 14.45 | 516.16 |

Junior

| | % of Seamstress Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|------------------|-------------------------|--------------------------|----------------|--------------------------|
| 16 years & under | 50% | 255.30 | 8.50 | 263.80 |
| At 17 years | 60% | 306.36 | 10.20 | 316.56 |
| At 18 years | 69% | 352.31 | 11.73 | 364.04 |
| At 19 years | 75% | 382.95 | 12.75 | 395.70 |
| At 20 years | 85% | 434.01 | 14.45 | 448.46 |

7. Delete the Wage Schedule from the Furnishing Trades Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages****Furnishing**

| Furnishing | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|---|--------------------------|----------------|--------------------------|
| Tradesperson/Journeyman | 589.79 | 17.00 | 606.79 |
| Other adult employees as defined engaged in: | | | |
| Soft furnishings, etc. - cutting | 568.92 | 17.00 | 585.92 |
| Soft furnishing fixing, measuring | 555.61 | 17.00 | 572.61 |
| Making etc. window blinds other than venetian blinds | 544.53 | 17.00 | 561.53 |
| Adult employees other than tradesperson/Journeyman | | | |
| First year of experience | 496.67 | 17.00 | 513.67 |
| Second year of experience | 518.19 | 17.00 | 535.19 |
| Thereafter | 537.28 | 17.00 | 554.28 |

Apprentices

| | % of Trades - person Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-------------------|------------------------------|--------------------------|----------------|--------------------------|
| 1st year - Junior | 51% | 300.79 | 8.67 | 309.46 |
| 1st Year - Adult | 61% | 359.77 | 10.37 | 370.14 |
| 2nd Year - Junior | 60% | 353.87 | 10.20 | 364.07 |
| 2nd Year- Adult | 65% | 383.36 | 11.05 | 394.41 |
| 3rd year - Junior | 75% | 442.34 | 12.75 | 455.09 |
| 3rd Year - Adult | 75% | 442.34 | 12.75 | 455.09 |
| 4th year - Junior | 90% | 530.81 | 15.30 | 546.11 |
| 4th Year - Adult | 90% | 530.81 | 15.30 | 546.11 |

Display Making

| | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-------------------------|--------------------------|----------------|--------------------------|
| Display maker | 585.09 | 17.00 | 602.09 |
| Assistant display maker | 529.71 | 17.00 | 546.71 |
| General hand | 481.74 | 17.00 | 498.74 |
| Picture Frame Worker 1 | 563.35 | 17.00 | 580.35 |
| Picture Frame Worker 2 | 542.15 | 17.00 | 559.15 |
| Picture Frame Worker 3 | 508.89 | 17.00 | 525.89 |
| Picture Frame Worker 4 | 494.66 | 17.00 | 511.66 |

Juniors

| | % of 2nd yr other than tradesperson | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-------------------|--|--------------------------|----------------|--------------------------|
| Furnishing trades | | | | |
| Under 16 years | 35% | 181.37 | 5.95 | 187.32 |
| At 16 years | 43% | 222.82 | 7.31 | 230.13 |
| At 17 years | 51% | 264.28 | 8.67 | 272.95 |
| At 18 years | 61% | 316.10 | 10.37 | 326.47 |
| At 19 years | 75% | 388.64 | 12.75 | 401.39 |
| At 20 years | 88% | 456.01 | 14.96 | 470.97 |

Display Makers

| | % of Display Maker | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------------|-----------------------|--------------------------|----------------|--------------------------|
| Under 16 years | 32% | 187.23 | 5.44 | 192.67 |
| At 16 years | 39% | 228.19 | 6.63 | 234.82 |
| At 17 years | 46% | 269.14 | 7.82 | 276.96 |
| At 18 years | 55% | 321.80 | 9.35 | 331.15 |
| At 19 years | 68% | 397.86 | 11.56 | 409.42 |
| At 20 years | 79% | 462.22 | 13.43 | 475.65 |

Picture Frame Maker

| | % of Picture Framer W1 | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------------|---------------------------|--------------------------|----------------|--------------------------|
| Under 16 years | 31% | 174.64 | 5.27 | 179.91 |
| At 16 years | 37% | 208.44 | 6.29 | 214.73 |
| At 17 years | 45% | 253.51 | 7.65 | 261.16 |
| At 18 years | 53% | 298.58 | 9.01 | 307.59 |
| At 19 years | 67% | 377.44 | 11.39 | 388.83 |
| At 20 years | 79% | 445.05 | 13.43 | 458.48 |

8. Delete the Wage Schedule from the Gardeners Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages****Propagator and/or Gardener**

| Propagator &/or Gardener | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|--------------------------|--------------------------|----------------|--------------------------|
| With certificate | 528.75 | 17.00 | 545.75 |
| Without certificate | 514.55 | 17.00 | 531.55 |
| General garden hand | 491.70 | 17.00 | 508.70 |

Apprentices

| | % of Gardener with certificate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------------------------|--------------------------|----------------|--------------------------|
| 1st year | 55% | 290.81 | 9.35 | 300.16 |
| 2nd year | 65% | 343.69 | 11.05 | 354.74 |
| 3rd year | 75% | 396.56 | 12.75 | 409.31 |
| 4th year | 90% | 475.88 | 15.30 | 491.18 |

Junior rates

| | | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|-----------------------------------|--------------------------------------|--------------------------|--------------------|--------------------------|
| Gardener without certificate - | % of Gardener without certificate | | | |
| 18 years and under | 80 | 411.64 | 13.60 | 425.24 |
| At 19 years | 90 | 463.00 | 15.30 | 478.40 |
| At 20 years | 100 | 514.55 | 17.00 | 531.55 |
| General Garden Hand - | % of Garden Hand | | | |
| 18 years and under | 80 | 393.36 | 13.60 | 406.96 |
| At 19 years | 90 | 442.53 | 15.30 | 457.83 |
| At 20 years | 100 | 491.70 | 17.00 | 508.70 |

9. Delete the Wage Schedule from the Hairdressers Section and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

Hairdressers

| Hairdressers | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|--------------------|--------------------------|----------------|--------------------------|
| Male/Female Senior | 571.55 | 17.00 | 588.55 |

Apprentices

| | % of Hairdresser Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|--|--------------------------|--------------------------|----------------|--------------------------|
| 1st year | 40% | 228.62 | 6.80 | 235.42 |
| 2nd year | 55% | 314.35 | 9.35 | 323.70 |
| 3rd year | 70% | 400.09 | 11.90 | 411.99 |
| 4th year | 85% | 485.82 | 14.45 | 500.27 |
| Apprentices (with 1 year's pre-apprenticeship course through TAFE) | | | | |
| 2nd Year (first 6 months only) | 55% | 314.35 | 9.35 | 323.70 |
| 3rd year | 70% | 400.09 | 11.90 | 411.99 |
| 4th year | 85% | 485.82 | 14.45 | 500.27 |

Salon Assistant

| | | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-----------------|--|--------------------------|----------------|--------------------------|
| Senior operator | | 534.35 | 17.00 | 551.35 |

Juniors

| | % of Salon Asst Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------------|-------------------------|--------------------------|----------------|--------------------------|
| Under 16 years | 40% | 213.74 | 6.80 | 220.54 |
| At 16 years | 50% | 267.18 | 8.50 | 275.68 |
| At 17 years | 60% | 320.61 | 10.20 | 330.81 |
| At 18 years | 70% | 374.05 | 11.90 | 385.95 |
| At 19 years | 80% | 427.48 | 13.60 | 441.08 |
| At 20 years | 90% | 480.92 | 15.30 | 496.22 |

Beauty Therapist

| | | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-----------------|--|-----------------------------|----------------|-----------------------------|
| Senior operator | | 530.45 | 17.00 | 547.45 |

Juniors

| | % of Beauty Therapist Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|-------------|-------------------------------|--------------------------|----------------|--------------------------|
| At 17 years | 40% | 212.18 | 6.80 | 218.98 |
| At 18 years | 55% | 291.75 | 9.35 | 301.10 |
| At 19 years | 70% | 371.32 | 11.90 | 383.22 |
| At 20 years | 85% | 450.88 | 14.45 | 465.33 |

10. Delete Table 1 - Wages, of the Wage Schedule from the Handyperson and Town Labourers Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages**

| | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/04 \$ |
|---------------|--------------------------|--------------------|--------------------------|
| Handyperson | 553.55 | 17.00 | 570.55 |
| Town Labourer | 500.00 | 17.00 | 517.00 |

Junior Rates

| | % of Town Labourer Rate | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------------|----------------------------|--------------------------|--------------------|--------------------------|
| Under 16 years | 60 | 300.00 | 10.20 | 310.20 |
| At 16 years | 70 | 350.00 | 11.90 | 361.90 |
| At 17 years | 80 | 400.00 | 13.60 | 413.60 |
| At 18 years | 100 | 500.00 | 17.00 | 517.00 |

11. Delete Table 1- Wages, of the Wage Schedule from the Hotels Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages**

| Classifications | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|---|--------------------------|--------------------|--------------------------|
| Food & Beverage Att Grade 1 (bar useful) | 496.50 | 17.00 | 513.50 |
| Food & Beverage Att Grade 2 (bar attendant) | 521.60 | 17.00 | 538.60 |
| Food & Beverage Att Grade 3 (TAB, pokies) | 539.90 | 17.00 | 556.90 |
| Food & Beverage Attendant Grade 4 | 573.60 | 17.00 | 590.60 |
| Food & Beverage Supervisor | 615.30 | 17.00 | 632.30 |
| Kitchen Attendant Grade 1 | 496.50 | 17.00 | 513.50 |
| Kitchen Attendant Grade 2 | 521.60 | 17.00 | 538.60 |
| Kitchen Attendant Grade 3 | 539.90 | 17.00 | 556.90 |
| Cook Grade 1 (breakfast, grill cook) | 521.60 | 17.00 | 538.60 |
| Cook Grade 2 | 539.90 | 17.00 | 556.90 |
| Cook Grade 3 (commis chef, qualified chef) | 573.60 | 17.00 | 590.60 |
| Cook Grade 4 (demi chef, first cook) | 615.30 | 17.00 | 632.30 |
| Cook Grade 5 (chef de partie) | 634.20 | 17.00 | 651.20 |
| Guest Service Grade 1 (cleaner) | 496.50 | 17.00 | 513.50 |
| Guest Service Grade 2 (room attendant) | 521.60 | 17.00 | 538.60 |
| Guest Service Grade 3 | 539.90 | 17.00 | 556.90 |
| Guest Service Grade 4 | 573.60 | 17.00 | 590.60 |
| Guest Service Supervisor | 615.30 | 17.00 | 632.30 |

| | | | |
|---------------------------------------|--------|-------|--------|
| Storeperson Grade 1 | 521.60 | 17.00 | 538.60 |
| Storeperson Grade 2 | 539.90 | 17.00 | 556.90 |
| Storeperson Grade 3 | 573.60 | 17.00 | 590.60 |
| Handyperson | 539.90 | 17.00 | 556.90 |
| Doorperson & Security Officer Grade 1 | 521.60 | 17.00 | 538.60 |
| Timekeeper & Security Officer Grade 2 | 539.90 | 17.00 | 556.90 |
| Leisure Attendant Grade 1 | 521.60 | 17.00 | 538.60 |
| Leisure Attendant Grade 2 | 539.90 | 17.00 | 556.90 |
| Leisure Attendant Grade 3 | 573.60 | 17.00 | 590.60 |
| Persons not otherwise provided for | 496.50 | 17.00 | 513.50 |
| Introductory Level | 479.80 | 17.00 | 496.80 |
| Forklift driver | 539.90 | 17.00 | 556.90 |
| Front Office Grade 1 | 521.60 | 17.00 | 538.60 |
| Front Office Grade 2 | 539.90 | 17.00 | 556.90 |
| Front Office Grade 3 | 573.60 | 17.00 | 590.60 |
| Front Office Supervisor | 615.30 | 17.00 | 632.30 |
| Clerical Grade 1 | 521.60 | 17.00 | 538.60 |
| Clerical Grade 2 | 539.90 | 17.00 | 556.90 |
| Clerical Grade 3 | 573.60 | 17.00 | 590.60 |
| Clerical Supervisor | 615.30 | 17.00 | 632.30 |

Apprentice Cooks

| | % of Level 4 Rate (Cook Grade 3) | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-------------------------------------|--------------------------|--------------------|--------------------------|
| 1st year | 55 | 315.48 | 9.35 | 324.83 |
| 2nd year | 65 | 372.84 | 11.05 | 383.89 |
| 3rd year | 80 | 458.88 | 13.60 | 472.48 |
| 4th year | 95 | 544.92 | 16.15 | 561.07 |

Junior Employees (other than office juniors)

To be paid the following percentages of the rates prescribed for the appropriate adult classification for the work performed for the area in which such junior is working.

| Age | % |
|--------------------|-----|
| 17 years and under | 70 |
| At 18 years | 80 |
| At 19 years | 90 |
| At 20 years | 100 |

Junior employees on reaching the age of 18 may be employed in the selling of liquor, provided that they are paid the adult rate for the work being performed.

Junior Office Employees

| Age | % |
|------------------------------|------------------------|
| At 15 years of age and under | 50 |
| At 16 years of age | 60 |
| At 17 years of age | 70 |
| At 18 years of age | 80 |
| At 19 years of age | 90 |
| At 20 years of age | 1st year adult service |

12. Delete the Wage Schedule from the Kindergarten and Child Care Centres Section and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

| Classification | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|--------------------------------|--------------------------|--------------------|--------------------------|
| Child Care Worker - Grade 1 | | | |
| 1st year | 589.40 | 17.00 | 606.40 |
| 2nd year | 599.52 | 17.00 | 616.52 |
| 3rd year | 609.31 | 17.00 | 626.31 |
| Grade 2 | | | |
| 1st year | 526.25 | 17.00 | 543.25 |
| 2nd year | 539.06 | 17.00 | 556.06 |
| 3rd year | 550.75 | 17.00 | 567.75 |
| Grade 3 | 539.06 | 17.00 | 556.06 |
| Grade 4 | | | |
| 1st year | 499.96 | 17.00 | 516.96 |
| 2nd year | 504.89 | 17.00 | 521.89 |
| 3rd year | 509.70 | 17.00 | 526.70 |
| 4th year | 514.15 | 17.00 | 531.15 |
| General Assistant - Grade 1 | 548.80 | 17.00 | 565.80 |
| Grade 2 | 524.47 | 17.00 | 541.47 |
| Housekeeper | 526.25 | 17.00 | 543.25 |
| First/Alone Cook | 519.05 | 17.00 | 536.05 |
| Assistant Cook | 514.57 | 17.00 | 531.57 |
| Cleaners | 504.89 | 17.00 | 521.89 |

Table 2 - Allowances

| | Rate as at 1/10/04 \$ | SWC May 2005 % | Rate as at 1/10/05 \$ |
|---------------------------------|--------------------------|-------------------|--------------------------|
| Leading Hand - 1-5 employees | Per week 13.58 | 3.0% | 13.99 |
| 6-10 employees | 19.62 | 3.0% | 20.21 |
| 11-15 employees | 26.36 | 3.0% | 27.15 |
| 16-20 employees | 32.98 | 3.0% | 33.97 |
| Leading Hand - 1-5 employees | Per day 2.71 | | 2.80 |
| 6-10 employees | 3.93 | | 4.04 |
| 11-15 employees | 5.27 | | 5.43 |
| 16-20 employees | 6.60 | | 6.79 |

Shift Work Rate

| | % |
|--------------------|------|
| Early | 10 |
| Afternoon | 15 |
| Night Rotating | 17.5 |
| Night Non-Rotating | 30 |

Juniors

| | % of Appropriate Adult Rate |
|----------|-----------------------------|
| Under 17 | 70 |
| At 17 | 80 |
| At 18 | 90 |
| At 19 | 100 |

13. Delete Table 1, of the Wage Schedule from the Meat Industry (Processing) Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages****Adult Employees**

| | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|---------|--------------------------|--------------------|--------------------------|
| Level 6 | 573.60 | 17.00 | 590.60 |
| Level 5 | 547.00 | 17.00 | 564.00 |
| Level 4 | 533.70 | 17.00 | 550.70 |
| Level 3 | 522.40 | 17.00 | 539.40 |
| Level 2 | 507.60 | 17.00 | 524.60 |
| Level 1 | 479.80 | 17.00 | 496.80 |

Junior Employees

| | | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------------------|-----------------------|--------------------------|--------------------|--------------------------|
| Level 6 | % of Adult Level 6 | | | |
| Under 17 years | 50 | 286.80 | 8.50 | 295.30 |
| 17 to under 18 years | 60 | 344.16 | 10.20 | 354.36 |
| 18 to under 19 years | 75 | 430.20 | 12.75 | 442.95 |
| 19 to 20 years | 85 | 487.56 | 14.45 | 502.01 |
| Level 5 | % of Adult Level 5 | | | |
| Under 17 years | 50 | 273.50 | 8.50 | 282.00 |
| 17 to under 18 years | 60 | 328.20 | 10.20 | 338.40 |
| 18 to under 19 years | 75 | 410.25 | 12.75 | 423.00 |
| 19 to 20 years | 85 | 464.95 | 14.45 | 479.40 |
| Level 4 | % of Adult Level 4 | | | |
| Under 17 years | 50 | 266.85 | 8.50 | 275.35 |
| 17 to under 18 years | 60 | 320.22 | 10.20 | 330.42 |
| 18 to under 19 years | 75 | 400.28 | 12.75 | 413.03 |
| 19 to 20 years | 85 | 453.65 | 14.45 | 468.10 |
| Level 3 | % of Adult Level 3 | | | |
| Under 17 years | 50 | 261.20 | 8.50 | 269.70 |
| 17 to under 18 years | 60 | 313.44 | 10.20 | 323.64 |
| 18 to under 19 years | 75 | 391.80 | 12.75 | 404.55 |
| 19 to 20 years | 85 | 444.04 | 14.45 | 458.49 |

| | | | | |
|----------------------|--------------------|--------|-------|--------|
| Level 2 | % of Adult Level 2 | | | |
| Under 17 years | 50 | 253.80 | 8.50 | 262.30 |
| 17 to under 18 years | 60 | 304.56 | 10.20 | 314.76 |
| 18 to under 19 years | 75 | 380.70 | 12.75 | 393.45 |
| 19 to 20 years | 85 | 431.46 | 14.45 | 445.91 |
| Level 1 | % of Adult Level 1 | | | |
| Under 17 years | 50 | 239.90 | 8.50 | 248.40 |
| 17 to under 18 years | 60 | 287.88 | 10.20 | 298.08 |
| 18 to under 19 years | 75 | 359.85 | 12.75 | 372.60 |
| 19 to 20 years | 85 | 407.83 | 14.45 | 422.28 |

14. Delete Table 1 - Wages, of the Wage Schedule from the Motels Section and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

| | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|---|--------------------------|--------------------|--------------------------|
| Introductory Level 3 months period for employees that are inexperienced | 479.80 | 17.00 | 496.80 |
| Level 1 Hospitality service Grade 1 | 496.50 | 17.00 | 513.50 |
| Level 2 Hospitality service Grade 2 Admin/front office Grade 1 Leisure attendant Grade 1 | 521.60 | 17.00 | 538.60 |
| Level 3 Hospitality service Grade 3 Admin/front office Grade 2 Leisure attendant Grade 2 | 539.90 | 17.00 | 556.90 |
| Level 4 Hospitality service Grade 4 Admin/front office Grade 3 Leisure attendant Grade 3 | 573.60 | 17.00 | 590.60 |
| Level 5 Hospitality service Grade 5 Admin & front office supervisor | 615.30 | 17.00 | 632.30 |
| Level 6 Hospitality service Grade 6 | 634.20 | 17.00 | 651.20 |

Apprentice Cooks

| | % of Level 4 Rate | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-------------------|--------------------------|--------------------|--------------------------|
| 1st year | 55 | 315.48 | 9.35 | 324.83 |
| 2nd year | 65 | 372.84 | 11.05 | 383.89 |
| 3rd year | 80 | 458.88 | 13.60 | 472.48 |
| 4th year | 95 | 544.92 | 16.15 | 561.07 |

Junior Employees (other than office juniors)

To be paid the following percentages of the rates prescribed for the appropriate adult classification for the work performed for the area in which such junior is working.

| Age | % |
|--------------------|-----|
| 17 years and under | 70 |
| At 18 years | 80 |
| At 19 years | 90 |
| At 20 years | 100 |

Junior employees on reaching the age of 18 may be employed in the selling of liquor, provided that they are paid the adult rate for the work being performed.

Junior Office Employees

| Age | % |
|------------------------------|------------------------|
| At 15 years of age and under | 50 |
| At 16 years of age | 60 |
| At 17 years of age | 70 |
| At 18 years of age | 80 |
| At 19 years of age | 90 |
| At 20 years of age | 1st year adult service |

15. Delete Table 1- Wages, of the Wage Schedule from the Plant Operators and Earthmoving Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages**

| Classification | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------------|--------------------------|--------------------|--------------------------|
| Group A | 547.20 | 17.00 | 564.20 |
| Group B | 565.00 | 17.00 | 582.00 |
| Group C | 582.90 | 17.00 | 599.90 |
| Group D | 590.30 | 17.00 | 607.30 |
| Group E | 599.00 | 17.00 | 616.00 |
| Group F | 604.40 | 17.00 | 621.40 |
| Group G | 613.60 | 17.00 | 630.60 |
| Group H | 624.00 | 17.00 | 641.00 |
| Powder Monkey | 624.00 | 17.00 | 641.00 |

16. Delete Table 1 - Wages, of the Wage Schedule from the Restaurants, Fish Shops & Cafes (where Meals are Served) Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages**

| | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|---|--------------------------|--------------------|--------------------------|
| First Cook in Charge with authority to direct other staff | 522.50 | 17.00 | 539.50 |
| Second Cook | 509.05 | 17.00 | 526.05 |
| Bar Attendant, Waiter/Waitress | 504.70 | 17.00 | 521.70 |
| Pantry/Kitchen/General/Maid/Cleaner | 503.15 | 17.00 | 520.15 |

Apprentice Cooks

| | % of First Cook | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|--------------------|--------------------------|
| 1st year | 46 | 240.35 | 7.82 | 248.17 |
| 2nd year | 54 | 282.15 | 9.18 | 291.33 |
| 3rd year | 68 | 355.30 | 11.56 | 366.86 |
| 4th year | 80 | 418.00 | 13.60 | 431.60 |

Junior Waiter/Waitress

| | % of Waiter/ Waitress | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|-----------------------|--------------------------|--------------------------|--------------------|--------------------------|
| Under 18 years of age | 62 | 312.91 | 10.54 | 323.45 |
| At 18 years of age | 68 | 343.20 | 11.56 | 354.76 |
| At 19 years of age | 78 | 393.67 | 13.26 | 406.93 |
| At 20 years of age | 88 | 444.14 | 14.96 | 459.10 |

Junior Pantry

| | % of Pantry | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|-----------------------|-------------|--------------------------|--------------------|--------------------------|
| Under 18 years of age | 62 | 311.95 | 10.54 | 322.49 |
| At 18 years of age | 68 | 342.14 | 11.56 | 353.70 |
| At 19 years of age | 78 | 392.46 | 13.26 | 405.72 |
| 20 years of age | 88 | 442.77 | 14.96 | 457.73 |

17. Delete Table 1, of the Wage Schedule from the Security Industry Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages****Adult Employees**

| | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|---------|--------------------------|--------------------|--------------------------|
| Grade 1 | 558.80 | 17.00 | 575.80 |
| Grade 2 | 577.20 | 17.00 | 594.20 |
| Grade 3 | 588.50 | 17.00 | 605.50 |
| Grade 4 | 599.70 | 17.00 | 616.70 |
| Grade 5 | 621.90 | 17.00 | 638.90 |

18. Delete the Wage Schedule from the Shop Assistants Sections 1 and 3 and insert in lieu thereof the following:

WAGE SCHEDULE**Section 1****Shop Assistants**

| Years | % of at 21 Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|----------------|--------------------------|
| Under 16 | 40 | 225.62 | 6.80 | 232.42 |
| At 16 | 50 | 282.03 | 8.50 | 290.53 |
| At 17 | 60 | 338.43 | 10.20 | 348.63 |
| At 18 | 70 | 394.84 | 11.90 | 406.74 |
| At 19 | 80 | 451.24 | 13.60 | 464.84 |
| At 20 | 90 | 507.65 | 15.30 | 522.95 |
| At 21 | 100 | 564.05 | 17.00 | 581.05 |

Chemist Shops* Tyre Fitters+

| Years | % of at 21 Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|----------------|--------------------------|
| Under 16 | 40 | 234.28 | 6.80 | 241.08 |
| At 16 | 50 | 292.85 | 8.50 | 301.35 |
| At 17 | 60 | 351.42 | 10.20 | 361.62 |
| At 18 | 70 | 409.99 | 11.90 | 421.89 |
| At 19 | 80 | 468.56 | 13.60 | 482.16 |
| At 20 | 90 | 527.13 | 15.30 | 542.43 |
| At 21 | 100 | 585.70 | 17.00 | 602.70 |

* Dispensing under supervision of a Chemist

+ With Certificate of Qualification

Window Dresser

| Years | % of at 21 Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|----------------|--------------------------|
| Under 16 | 40 | 228.52 | 6.80 | 235.32 |
| At 16 | 50 | 285.65 | 8.50 | 294.15 |
| At 17 | 60 | 342.78 | 10.20 | 352.98 |
| At 18 | 70 | 399.91 | 11.90 | 411.81 |
| At 19 | 80 | 457.04 | 13.60 | 470.64 |
| At 20 | 90 | 514.17 | 15.30 | 529.47 |
| At 21 | 100 | 571.30 | 17.00 | 588.30 |

Ticket Writer

| Years | % of at 21 Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|----------------|--------------------------|
| Under 16 | 40 | 228.18 | 6.80 | 234.98 |
| At 16 | 50 | 285.23 | 8.50 | 293.73 |
| At 17 | 60 | 342.27 | 10.20 | 352.47 |
| At 18 | 70 | 399.32 | 11.90 | 411.22 |
| At 19 | 80 | 456.36 | 13.60 | 469.96 |
| At 20 | 90 | 513.41 | 15.30 | 528.71 |
| At 21 | 100 | 570.45 | 17.00 | 587.45 |

Departmental Managers or Branch Manager Supervising**Table 1 - Wages**

| | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|--------------------------|--------------------------|----------------|--------------------------|
| Without duty of buying - | | | |
| 1 - 4 employees | 577.37 | 17.00 | 594.37 |
| 5 - 12 employees | 587.76 | 17.00 | 604.76 |
| 13 - 25 employees | 600.78 | 17.00 | 617.78 |
| over 25 employees | 607.90 | 17.00 | 624.90 |
| With duty of buying - | | | |
| 1 - 4 employees | 579.27 | 17.00 | 596.27 |
| 5 - 12 employees | 590.68 | 17.00 | 607.68 |
| 13 - 25 employees | 603.58 | 17.00 | 620.58 |
| over 25 employees | 612.08 | 17.00 | 629.08 |

Table 2 - Allowances

| | Rate as at 1/10/04 \$ | SWC 2005 % | Rate as at 1/10/05 \$ |
|---|--------------------------|---------------|--------------------------|
| Section Head, Shop Walker, Supervisor, Traveller | 9.97 | 3.0% | 10.27 |
| Fork lift driver and deliverer | 9.97 | 3.0% | 10.27 |

Section 3**Petrol, Oil Resellers and Lubratorium Operators Only****Day Shift**

| | % of at 21 Rate | Rate as at 1/10/04 \$ | SWC 2005 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|----------------|--------------------------|
| Under 16 | 40 | 225.62 | 6.80 | 232.42 |
| At 16 | 50 | 282.03 | 8.50 | 290.53 |
| At 17 | 60 | 338.43 | 10.20 | 348.63 |
| At 18 | 70 | 394.84 | 11.90 | 406.74 |
| At 19 | 80 | 451.24 | 13.60 | 464.84 |
| At 20 | 90 | 507.65 | 15.30 | 522.95 |
| At 21 | 100 | 564.05 | 17.00 | 581.05 |

Night Shift Only (30%)

| | % of at 21 Rate | Rate as at 1/10/04 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|--------------------------|
| Under 16 | 40 | 293.31 | 302.15 |
| At 16 | 50 | 366.64 | 377.68 |
| At 17 | 60 | 439.96 | 453.22 |
| At 18 | 70 | 513.29 | 528.76 |
| At 19 | 80 | 586.62 | 604.29 |
| At 20 | 90 | 659.94 | 679.83 |
| At 21 | 100 | 733.27 | 755.37 |

Afternoon Shift Only (8%)

| | % of at 21 Rate | Rate as at 1/10/04 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|--------------------------|
| Under 16 | 40 | 243.67 | 251.01 |
| At 16 | 50 | 304.59 | 313.77 |
| At 17 | 60 | 365.50 | 376.52 |
| At 18 | 70 | 426.42 | 439.27 |
| At 19 | 80 | 487.34 | 502.03 |
| At 20 | 90 | 548.26 | 564.78 |
| At 21 | 100 | 609.17 | 627.53 |

Alternating Afternoon and Night Shift (20%)

| | % of at 21 Rate | Rate as at 1/10/04 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|--------------------------|
| Under 16 | 40 | 270.74 | 278.90 |
| At 16 | 50 | 338.43 | 348.63 |
| At 17 | 60 | 406.12 | 418.36 |
| At 18 | 70 | 473.80 | 488.08 |
| At 19 | 80 | 541.49 | 557.81 |
| At 20 | 90 | 609.17 | 627.53 |
| At 21 | 100 | 676.86 | 697.26 |

Alternating Day and Night * (12.5%)

Alternating Day, Afternoon & Night **

Alternating Day and Afternoon ***

| | % of at 21 Rate | Rate as at 1/10/04 \$ | Rate as at 1/10/05 \$ |
|----------|-----------------|--------------------------|--------------------------|
| Under 16 | 40 | 253.82 | 261.47 |
| At 16 | 50 | 317.28 | 326.84 |
| At 17 | 60 | 380.73 | 392.21 |
| At 18 | 70 | 444.19 | 457.58 |
| At 19 | 80 | 507.65 | 522.95 |
| At 20 | 90 | 571.10 | 588.31 |
| At 21 | 100 | 634.56 | 653.68 |

19. Delete Table 1 - Wages, of the Wage Schedule from the Trades and Metal Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages****Full-time**

| | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|--|--------------------------|--------------------|--------------------------|
| Process Worker (Engineering Production) | 556.83 | 17.00 | 573.83 |
| Basic Tradesperson | 664.95 | 17.00 | 681.95 |
| Engineering Tradesperson | | | |

| | | | |
|---|--------|-------|--------|
| (Multi-skilled) | 687.35 | 17.00 | 704.35 |
| Engineering Tradesperson (Special Class) | 719.12 | 17.00 | 736.12 |
| Engineering Tradesperson (Senior Tradesperson) | 754.45 | 17.00 | 771.45 |

Apprentices

| | % of Multi-skilled Rate | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------|----------------------------|--------------------------|--------------------|--------------------------|
| 1st year | 42 | 288.69 | 7.14 | 295.83 |
| 2nd year | 55 | 378.04 | 9.35 | 387.39 |
| 3rd year | 75 | 515.51 | 12.75 | 528.26 |
| 4th year | 88 | 604.87 | 14.96 | 619.83 |

Adult

| | 1st 2 years - % of Process Worker Last 2 years - % of Multiskilled Rate | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------|--|-----------------------------|--------------------|-----------------------------|
| 1st year | 85 | 473.31 | 14.45 | 487.76 |
| 2nd year | 85 | 473.31 | 14.45 | 487.76 |
| 3rd year | 75 | 515.51 | 12.75 | 528.26 |
| 4th year | 88 | 604.87 | 14.96 | 619.83 |

20. Delete the Wage Schedule from the National Training Wage Section and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages****Full-time Traineeships**

| | Highest Year of Schooling Completed | | |
|----------------------------|-------------------------------------|---------------------------|---------------------------|
| | Year 10 per week \$ | Year 11 per week \$ | Year 12 per week \$ |
| Wage Level A School Leaver | (50%) 176.80 | (33%) 220.65 | |
| | (33%) 206.40 | (25%) 248.30 | 299.40 |
| + 1 year out of school | 248.30 | 299.40 | 347.45 |
| + 2 years | 299.40 | 347.45 | 404.65 |
| + 3 years | 347.45 | 404.65 | 462.90 |
| + 4 years | 404.65 | 462.90 | |
| + 5 years or more | 462.90 | | |
| Wage Level B School Leaver | (50%) 176.80 | (33%) 220.65 | |
| | (33%) 206.40 | (25%) 248.30 | 289.15 |
| + 1 year out of school | 248.30 | 289.15 | 332.10 |
| + 2 years | 289.15 | 332.10 | 390.30 |
| + 3 years | 332.10 | 390.30 | 444.90 |
| + 4 years | 390.30 | 444.90 | |

| | | | |
|----------------------------|-----------------|-----------------|--------|
| + 5 years or more | 444.90 | | |
| Wage Level C School Leaver | (50%) 176.80 | (33%) 220.65 | |
| | (33%) 206.40 | (25%) 248.30 | 283.90 |
| + 1 year out of school | 248.30 | 283.90 | 318.65 |
| + 2 years | 283.90 | 318.65 | 356.45 |
| + 3 years | 318.65 | 356.45 | 399.90 |
| + 4 years | 356.45 | 399.90 | |
| + 5 years or more | 399.90 | | |

* Figures in brackets indicate the average proportion of time spent in approved training to which the associated wage is applicable. Where not specifically indicated the rate is 20%.

Adult Trainees

An Adult trainee who is undertaking a traineeship for AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications:

| | First Year of Traineeship per week \$ | Second Year of Traineeship per week \$ |
|--------------|---|--|
| Wage Level A | 479.90 | 497.90 |
| Wage Level B | 461.90 | 478.90 |
| Wage Level C | 414.90 | 429.90 |

School-based Traineeships

| | Year of Schooling | |
|----------------------|------------------------|------------------------|
| | Year 11 per week \$ | Year 12 per week \$ |
| Wage Levels A, B & C | 225.85 | 248.30 |

21. Delete Table 1 - Wages, of the Wage Schedule from the Transport Section and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

| Grade | Rate as at May 2004 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|----------------------------------|---------------------------|--------------------|--------------------------|
| Grade 1 | 557.80 | 17.00 | 574.80 |
| Grade 2 | 574.90 | 17.00 | 591.90 |
| Grade 3 | 586.80 | 17.00 | 603.80 |
| Grade 4 | 597.20 | 17.00 | 614.20 |
| Grade 5 | 623.90 | 17.00 | 640.90 |
| Grade 6 | 630.60 | 17.00 | 647.60 |
| Grade 7 | 650.90 | 17.00 | 667.90 |
| Grade 8 | 692.40 | 17.00 | 709.40 |
| Furniture Removalist Offsider | 564.10 | 17.00 | 581.10 |
| Chauffeur | 562.90 | 17.00 | 579.90 |

22. Delete Table 1 - Wages, the Wage Schedule from the Transport Section - Tourist & Service Coach Drivers and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

Adult Employees

| Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|--------------------------|--------------------|--------------------------|
| 567.10 | 17.00 | 584.10 |

23. Delete the Wage Schedule from the Warehouse and Carriers Wholesale Wine and Spirit Merchants and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

Adults

| | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|--|--------------------------|--------------------|--------------------------|
| Checker, Assembler, Sorter, Replenisher, Stock Hand Wrapper/Tyer, Indoor Salesman, Storeperson | 524.35 | 17.00 | 541.35 |
| Head Storeperson 1 - 4 Employees | 542.50 | 17.00 | 559.50 |
| Head Storeperson 5 - 12 Employees | 552.90 | 17.00 | 569.90 |

Juniors

| | % of Checker Rate | Rate as at 1/10/04 \$ | SWC May 2005 \$ | Rate as at 1/10/05 \$ |
|--------------------|----------------------|-----------------------------|--------------------|-----------------------------|
| 16 Years and under | 60 | 314.61 | 10.20 | 324.81 |
| At 17 years of age | 65 | 340.83 | 11.05 | 351.88 |
| At 18 years of age | 75 | 393.26 | 12.75 | 406.01 |
| At 19 years of age | 85 | 445.70 | 14.45 | 460.15 |
| At 20 years of age | 100 | 524.35 | 17.00 | 541.35 |

24. This variation shall take effect from the first pay period to commence on or after 1 October 2005.

P. J. SAMS *D.P.*

(807)

SERIAL C4030

TRANSPORT INDUSTRY - QUARRIED MATERIALS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales, industrial organisation of employees.

(No. IRC 4539 of 2005)

Before The Honourable Justice Marks

15 September 2005

VARIATION

1. Delete clause 3, Arbitrated Safety Net Adjustments, of the award published 24 August 2001 (327 I.G. 39) and insert in lieu thereof the following:

3. Arbitrated Safety Net Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- 3.1 any equivalent over award payments, and/or
 - 3.2 award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Wages

| Classification | Former Wage Rate \$ | State Wage Case 2005 \$ | New Wage Rate Per Week \$ |
|--|------------------------|----------------------------|---------------------------------|
| Transport Worker Grade 1 | 549.00 | 17.00 | 566.00 |
| Transport Worker Grade 2 Basic Standard | | | |
| Vehicle Class 1 | 552.00 | 17.00 | 569.00 |
| Vehicle Class 2 | 556.10 | 17.00 | 573.10 |
| Vehicle Class 3 | 564.80 | 17.00 | 581.80 |
| Vehicle Class 4 | 586.80 | 17.00 | 603.80 |
| Vehicle Class 5 | 591.90 | 17.00 | 608.90 |
| Certified Standard | | | |
| Vehicle Class 1 | 561.70 | 17.00 | 578.70 |
| Vehicle Class 2 | 565.80 | 17.00 | 582.80 |
| Vehicle Class 3 | 572.50 | 17.00 | 589.50 |
| Vehicle Class 4 | 594.50 | 17.00 | 611.50 |
| Vehicle Class 5 | 599.60 | 17.00 | 616.60 |
| Advanced Standard | | | |
| Vehicle Class 4 | 602.20 | 17.00 | 619.20 |

| | | | |
|--------------------------|--------|-------|--------|
| Vehicle Class 5 | 605.30 | 17.00 | 622.30 |
| Transport Worker Grade 3 | 669.90 | 17.00 | 686.90 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|--|---|
| 1 | 7.2 | For every 2 tonnes or part thereof added to the aggregate mass | (+3%, 2005 SWC) 10.75 All purpose margin |
| 2 | 11.2 | Quick shift change allowance | (+3%, 2005 SWC) 9.95 |
| 3 | 19.4(c) | Travelling/living allowance without itemised expense list | 33.90 per day |
| 4 | 19.5 | Weekend and/or public holiday away from home | 31.45 per day |
| 5 | 19.9 | Allowance to compensate for lack of public transport | 2.25 per day |
| 6 | 18.2 | Meal allowance (notification not given) | 9.35 |
| 7 | 18.2 | Meal allowance (notification given and then cancelled) | 9.35 |
| 8 | 36.1 | First-aid allowance | (+3%, 2005 SWC) 1.91 per day |

3. This variation shall take effect from the first pay period commencing on or after 24 September 2005.

F. MARKS J.

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(608)

SERIAL C3947

**TRANSPORT INDUSTRY - WHOLESALE BUTCHERS (STATE)
AWARD 2000**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of Australia, New South Wales Branch, industrial organisation of employees.

(No. IRC 4028 of 2005)

Before Mr Deputy President Sams

15 August 2005

VARIATION

1. Delete subclause 10.3 of clause 10, Wages, of the award published 11 May 2001 (324 I.G. 722), and insert in lieu thereof the following :
 - 10.3 The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent over award payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Wages

Division A - General Rates:

Grade One :- Motor Vehicle Driver, Yardman and Articulated Vehicle Driver -

| Classification | Former Total Weekly Wage \$ | State Wage Case 2005 \$ | New Weekly Wage \$ |
|--|--------------------------------|----------------------------|-----------------------|
| (A) Motor Vehicle Driver - carrying capacity up to and not exceeding 5½ tonnes | 548.50 | 17.00 | 565.50 |
| | Additional amount \$ | | |
| For each additional tonne or part thereof | 4.35 | +3.0% | 4.48 |
| (B) Yardman: (i.e. employee washing vehicles) Weekly Hand | 543.50 | 17.00 | 560.50 |

(NOTE: The margin prescribed herein for a yardman has been fixed on the basis that his/her ordinary hours of work finish after 5.00 p.m. and at or before midnight on the days Monday to Friday, inclusive).

(C) Articulated Vehicle Driver:

Drivers of articulated vehicles shall receive either:

- (1) the rate of pay as calculated under 10.1 of clause 10, Wages; or
- (2) the rate of pay as calculated under clause 1, Wages, of the Transport Industry (State) Award, whichever is the higher.

Grade Two: Casual Hands and Youth Labour -

(A) Casual Hands:

- (a) Casual employees shall be paid one-fifth of the above weekly rate on a daily basis plus 15 per cent.
- (b) Irrespective of hours worked, a casual employee shall be paid for a minimum of eight hours' work for each start.

(B) Youth Labour:

Any youth employed on work under this award shall be paid the appropriate male rate prescribed in this award for the class of work he/she is performing.

Table 2 - Allowances

Division B - Extra Payments

| Item No. | Clause No. | Description | Former Amount \$ | New Amount +3.0% \$ |
|----------|------------|--|-----------------------------------|-----------------------------------|
| 1 | 7.1.4 | Washing vehicle allowance | 7.97 for each week washing occurs | 8.21 per each week washing occurs |
| 2 | 7.10.1 | Unload/assist in unloading of railway trucks. In any week he/she unloads, not less than | 1.04 per day for each day 3.47 | 1.07 for each day 3.57 |
| 2A | 7.11 | Any driver responsible for operating a chiller and/or blower | 0.88 per hour | 0.91 per hour |

Division C - Other Work Related Allowances:

| | | | | |
|---|----|---|---------------|---------------|
| 3 | 12 | Collecting monies - exceeds \$30 but not over \$150 | 4.50 per week | 4.64 per week |
| 4 | 12 | Collecting monies - exceeds \$150 | 6.99 per week | 7.20 per week |

Division D - Reimbursement - Type Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|--------------------|--------------|
| 6 | 15.5 | Meals | 9.35 |
| 7 | 30.1 | Laundered Clothing | 0.80 |
| 8 | 30.5 | Boots | 0.45 |
| 9 | 31.1 | First Aid | 1.80 |

3. This variation shall operate from the first pay period commencing on or after 16 August 2005.

P. J. SAMS *D.P.*

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(140)

SERIAL C3943**CLUB EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Liquor, Hospitality and Miscellaneous Workers Union, industrial organisation of employees.

(No. IRC 3931 of 2005)

Before The Honourable Justice Schmidt

4 August 2005

VARIATION

1. Delete Table 2 - Other Rates and Allowances, of Part J, Monetary Rates, of the award published 26 November 2004 (347 I.G. 431), and insert in lieu thereof the following:

Table 2 - Other Rates and Allowances

- (i) On and from 8 August 2005:

| Item No. | Part No | Clause No | Brief Description | Amount \$ |
|----------|---------|------------------------|--|-------------------|
| 1 | B | 9.5.2, 9.11.2, 9.17.1 | Shift Penalty | 2.0699 per hour |
| 2 | B | 9.5.2, 9.11.2, 9.17.1 | Minimum payment | 7.07 per day |
| 3 | B | 9.5.3, 9.11.3 | Broken Shift penalty | 10.27 per day |
| 4 | B | 9.5.4, 9.11.4 | Night Shift penalty | 13.65 per day |
| 5 | B | 12.1.5 (a) | Apprentices prof. allowance 1st Occasion | 3.01 per week |
| 6 | B | 12.1.5 (b) | 2nd Occasion | 5.00 per week |
| 7 | B | 12.1.5 (c) | 3rd Occasion | 6.97 per week |
| 8 | C | 21.1.1 (i) | First Aid Allowance | 17.97 per week |
| 9 | B | 9.15.4, 14.1.5, 14.1.6 | Meal Allowance | 9.58 per occasion |
| 10 | C | 22.1.1 (i) | Clothing - Permanent employees | 16.87 per week |
| 11 | C | 22.1.1 (ii) | - Apprentices | 7.07 per week |
| 12 | C | 22.1.1 (iii) | - Casuals | 2.49 per day |
| 13 | C | 22.1.4 | Shoe Allowance Only: Clothing - Permanent employees | 3.89 per week |
| 14 | C | 22.1. | - Apprentices | 1.88 per week |
| 15 | C | 22.1.4 | - Casuals | 0.60 per day |
| 16 | C | 22.1.9 (i) | Laundry Allowance: Permanent Employees | 8.46 per week |
| 17 | C | 22.1.9 (ii) | Apprentices | 3.82 per week |
| 18 | C | 22.1.9 (iii) | Cummerbund | 1.06 per week |
| 19 | C | 22.1.9 (iv) | Casuals | 2.49 per day |
| 20 | C | 22.1.9 (v) | Cooks | 12.04 per week |
| 21 | C | 22.1.9 (vi) | Apprentice Cooks | 5.08 per week |
| 22 | C | 22.1.9 (vii) | Casual Cooks | 3.22 per day |
| 23 | C | 20.1.1 (i) | Meal provided - deduct | 9.58 per week |
| 24 | C | 20.1.1 (ii) | Board & Lodgings - deduct | 91.53 per week |
| 25 | C | 20.1.1 (iii) | Lodgings only - deduct | 43.70 per week |
| 26 | C | 23.1.1 | Tool Allowance | 9.72 per week |
| 27 | C | 23.1.2 | Apprentice Tool Allowance | 5.90 per week |

2. This variation shall take effect from the first full pay period to commence on and from 8 August 2005.

M. SCHMIDT *J.*

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(1470)

SERIAL C3974

**PROFESSIONAL SURVEYORS (PRIVATE INDUSTRY) (STATE)
AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Association of Professional Engineers, Scientists and Managers Australia (NSW Branch) industrial organisation of employers.

(No. IRC 3924 of 2005)

Before The Honourable Justice Schmidt

16 August 2005

VARIATION

1. Delete subclause 4.5 of clause 4, Salaries and Classifications, of the award published 12 January 2001 (321 I.G. 569) and insert in lieu thereof the following:
- 4.5 The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent overaward payments, and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete subclause 18.2, of clause 18 Travelling Expenses and Travelling Time, and insert in lieu thereof the following:

18.2 If an employee is directed to work at a place other than his/her usual place of employment the fares which shall be payable under this clause shall be such as to enable him/her to travel economy class, where available. However, air travel shall be economy class. In the case of economy air travel an allowance of \$6.80 shall be paid for each meal period occurring during the duration of the travel provided the employee did not receive a meal in flight for each period concerned.
3. Delete clause 20, Vehicle Allowance, and insert in lieu thereof the following:

20. Vehicle Allowance

In cases where it is mutually agreed that an employee will be required to use their private vehicle on the employer's business on a casual or incidental basis, an employee shall be paid the following rates where applicable:

| | |
|--------------------------------------|---------------------------|
| Vehicles up to and including 2000 cc | 44.30 cents per kilometre |
| Vehicles over 2000 cc | 61.10 cents per kilometre |
| Four wheel drive vehicles | 72.10 cents per kilometre |

4. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

(a) from the first full pay period commencing on or after 17 August 2005:

| Classification | Total Award Rate Per Week \$ | Hourly Rate \$ |
|--------------------------------|------------------------------------|-------------------|
| Group A Graduate Surveyors | | |
| 1st Year | 651.50 | 17.14 |
| 2nd Year | 674.40 | 17.75 |
| 3rd Year | 695.20 | 18.29 |
| 4th Year | 716.10 | 18.84 |
| 5th Year | 736.90 | 19.39 |
| Registered Surveyors | | |
| 1st Year | 757.80 | 19.94 |
| 2nd Year | 776.70 | 20.44 |
| 3rd Year | 795.50 | 20.93 |
| 4th Year | 837.20 | 22.03 |
| Group B Professional Surveyors | 879.00 | 23.13 |
| Group C Professional Surveyors | 1004.10 | 26.42 |

(b) From the first full pay period commencing on or after 17 August 2006:

| Classification | Total Award Rate Per Week \$ | Hourly Rate \$ |
|--------------------------------|------------------------------------|-------------------|
| Group A Graduate Surveyors | | |
| 1st Year | 668.50 | 17.59 |
| 2nd Year | 691.40 | 18.19 |
| 3rd Year | 712.20 | 18.74 |
| 4th Year | 733.10 | 19.29 |
| 5th Year | 753.90 | 19.84 |
| Registered Surveyors | | |
| 1st Year | 774.80 | 20.39 |
| 2nd Year | 793.70 | 20.89 |
| 3rd Year | 812.50 | 21.38 |
| 4th Year | 854.20 | 22.48 |
| Group B Professional Surveyors | 896.00 | 23.58 |
| Group C Professional Surveyors | 1021.10 | 26.87 |

5. This variation shall take effect on and from the beginning of the first full pay period to commence on or after 17 August 2006.

M. SCHMIDT J.

(573)

SERIAL C3995**REAL ESTATE INDUSTRY (STATE) AWARD 2003**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Real Estate Association of New South Wales, industrial organisation of employees.

(No. IRC 4236 of 2005)

Before The Honourable Justice Schmidt

29 August 2005

VARIATION

1. Delete sub-clause (d) of the clause 21, Remuneration - General of the award published 28 February 2003 (338 I.G. 506) and insert in lieu thereof the following :
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case of 2005. These adjustments may be offset against:
 - (i) any equivalent over award payment, and/or
 - (ii) award wages increases since 29 May 1991, other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Table 1 - Rates of Pay of Part E, Monetary Rates, and insert in lieu thereof the following:

PART E**MONETARY RATES****Basic Wage for Adult Males : \$121.40 per week****Table 1 - Rates of Pay**

| Full-time Employees | Amount Per Week \$ |
|---------------------|-----------------------|
| Salesperson | 500.10 |
| Property Manager | 539.50 |
| Property Officer | |
| Grade 1 | 523.00 |
| Grade 2 | 505.00 |
| Grade 3 | 489.10 |
| Licensee-in-charge | 591.00 |

3. This variation shall take effect from the first full pay period to commence on or after 1 January 2006.

M. SCHMIDT J.

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(1775)

C4120

THE COOMA CHALLENGE LIMITED BUSINESS SERVICES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of Australia, New South Wales Branch, industrial organisation of employees.

(No. IRC 4985 of 2005)

Before Mr Deputy President Grayson

7 October 2005

VARIATION

1. Delete paragraph 8.5.3, of clause 8, Employees with a Disability - Rates of Pay, Assessment and Classification, of the award published 20 May 2005 (351 I.G. 229), and insert in lieu thereof the following:

The rates of pay in this Award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (i) Any equivalent over-award payments; and/or
 - (ii) award wage increase since 29 May 1991 other than safety net adjustments, and minimum wage adjustments."
2. Delete Part B - Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Rates of Pay - Employees with a Disability

The rates of pay in Table 1 shall apply from the beginning of the first pay period to commence on or after 7 October 2005

| Classification | Percentage of Year 1 of Grade 1 for Employees without a Disability % | Hourly Rate of Pay \$ | Weekly Rate of Pay \$ |
|----------------|---|--------------------------|--------------------------|
| Level 1 | 19.5 | 2.97 | 112.75 |
| Level 2 | 22.5 | 3.42 | 130.10 |
| Level 3 | 27 | 4.11 | 156.10 |
| Level 4 | 32 | 4.87 | 185.00 |
| Level 5 | 36 | 5.48 | 208.15 |
| Level 6 | 37.5 | 5.71 | 216.80 |

Table 2 - Rates of Pay - Employees without a Disability

The rates of pay in Table 2 shall apply from the beginning of the first pay period to commence on or after 7 October 2005

| Number of Years Employed | Hourly \$ | Weekly \$ |
|--------------------------|--------------|--------------|
| Grade 1 | | |
| Year 1 | 15.22 | 578.20 |
| Year 2 | 15.81 | 600.65 |
| Year 3 | 16.54 | 628.70 |
| Year 4 | 17.27 | 656.25 |
| Grade 2 | | |
| Year 1 | 17.87 | 679.20 |
| Year 2 | 18.61 | 707.30 |
| Year 3 | 18.91 | 718.50 |
| Year 4 | 20.09 | 763.40 |
| Year 5 | 20.83 | 791.50 |

Table 3 - Other Rates and Allowances

The allowances in Table 3 shall apply from the beginning of the first pay period to commence on or after 7 October 2005.

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|---|--|
| 1 | 13.1 | Meal Money | 8.25 |
| 2 | 33.1 | Leading Hand Allowance - In charge of up to 10 employees In charge of 11 to 20 employees In charge of 21 or more employees | 20.70 per week 30.20 per week 36.60 per week |
| 3 | 33.2 | Unwashed Rags | 2.40 |
| 4 | 33.2 | Picking Over Waste or Rags | 0.95 per bale |
| 5 | 33.4 | First-aid Allowance | 9.80 per week |
| 6 | 33.5 | Motor Vehicle Allowance | 0.54 per km |
| 7 | 40.1 | Amenities Allowances - Inadequate dining facilities | 3.40 per day |
| 8 | 40.1 | Amenities Allowances - Inadequate rest facilities | 3.40 per day |

3. This variation shall come into effect from the first full pay period on or after 7 October 2005.

J. P. GRAYSON *D.P.*

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(924)

SERIAL C3996**REAL ESTATE INDUSTRY (STATE) TRAINING WAGE AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Real Estate Association of New South Wales, industrial organisation of employees.

(No. IRC 4234 of 2005)

Before The Honourable Justice Schmidt

29 August 2005

VARIATION

1. Delete subclause (d), of clause 9, Wages, of the award published 9 November 2001 (329 I.G. 318), and insert in lieu thereof the following:
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case of 2005. These adjustments may be offset against:
 - (i) any equivalent over-award payment, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Cases, and minimum rates adjustments.
2. Delete Tables 1A and 1B - Weekly Rates - Industry/Skill Level A of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 Weekly Rate - Industry/Skill Level A

| School Leaver | Highest Year of Schooling Completed | | |
|----------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| | 221.00 | 243.00 | 293.00 |
| Plus 1 year out of school | 243.00 | 293.00 | 340.00 |
| Plus 2 years out of school | 293.00 | 340.00 | 396.00 |
| Plus 3 years out of school | 340.00 | 396.00 | 453.00 |
| Plus 4 years out of school | 396.00 | 453.00 | |
| Plus 5 years out of school | 453.00 | | |

3. Delete Table 2 - School-Based Traineeships, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 2 - School-Based Traineeship

| | Year of schooling | |
|------------------------------------|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| Schooled based Traineeship Level A | 221.00 | 243.00 |

4. Delete Table 3 - Hourly Rates for Trainees Who Have Left School, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 3 - Hourly Rates For Trainees Who Have Left School.

| Skill Level A | Year 10 \$ | Year 11 \$ | Year 12 \$ |
|-----------------------------|---------------|---------------|---------------|
| School leaver | 6.91 | 7.59 | 9.16 |
| 1 year after leaving school | 7.59 | 9.16 | 10.63 |
| 2 years + | 9.16 | 10.63 | 12.38 |
| 3 years + | 10.63 | 12.38 | 14.16 |
| 4 years + | 12.38 | 14.16 | |
| 5 years + | 14.16 | | |

5. Delete Table 4 - Hourly rates for School-Based Traineeships, and insert in lieu thereof the following:

Table 4 - Hourly Rates for School-Based Traineeships

| | Year of Schooling | |
|----------------|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| Skills Level A | 6.91 | 7.59 |

6. This variation shall take effect from the first full pay period on or after 1 January 2006.

M. SCHMIDT J.

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(631)

SERIAL C4130

STOREMEN AND PACKERS, WHOLESALE PAINT, VARNISH AND COLOUR STORES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by National Union of Workers, New South Wales Branch, industrial organisation of employees.

(No. IRC 4936 of 2005)

Before The Honourable Justice Kavanagh

5 October 2005

VARIATION

1. Delete subclause (vi) of clause 5, Wages of the award published 14 December 2001 (330 I.G. 327), and insert in lieu thereof the following:
 - (vi) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991, other than safety net, State Wage Case and minimum rates adjustment.

2. Delete Part B Monetary Rates and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Minimum Award Wage Rates

| Classification | Minimum Award Wage Rate (Per Week) SWC 26 November 2004 \$ | Minimum Award Wage Rate (Per Week) SWC 26 November 2005 \$ |
|---|--|--|
| | Adults: Head Storeman/Storewoman | 561.20 |
| Drivers Of Mobile Crane: Lifting Capacity: Up to and including 5 tonnes | 527.50 | 544.50 |
| Exceeding 5 tonnes but not exceeding 10 tonnes | 527.50 | 544.50 |
| Exceeding 10 tonnes but not exceeding 20 tonnes | 546.30 | 563.30 |
| Over 20 tonnes | 546.30 | 563.30 |
| Drivers Of Forklift: | 527.50 | 544.50 |
| All Other Employees - 12 months or more: | 521.70 | 538.70 |
| All Other Employees - Less than 12 months: | 506.70 | 523.70 |

Table 2 - Other Rates And Allowances

| Item No. | Clause No. | Description | Amount \$ |
|----------|------------|---|--|
| 1 | 5(iv)(a) | Dry Colour Section: Weekly Employees | 1.34 per week |
| 2 | 5(iv)(a) | Casual Labor | 2.81 per hour |
| 3 | 5(iv)(a) | Juniors | 1.34 per week |
| 4 | 5(iv)(b) | Open Containers and weigh dry colour | 94 cents/week |
| 5 | 5(v)a | Operates a forklift | 65 cents/hour |
| 6 | 5(v)b | Operates a Mobile Crane | 80 cents/hour |
| 7 | 9 | Meal Allowance | 9.95 per meal |
| 8 | | Leading Hand In charge of 1-5 In charge of 6-10 In charge of 11-15 In charge of over 15 | 16.55 per week 24.90 per week 34.05 per week 42.75 per week |

3. This variation shall take effect from the first period commencing on or after 26 November 2005.

T. M. KAVANAGH J.

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(912)

SERIAL C4127**STOREMEN AND PACKERS, GENERAL (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by National Union of Workers, New South Wales Branch, industrial organisation of employees.

(No. IRC 4924 of 2005)

Before The Honourable Justice Kavanagh

5 October 2005

VARIATION

1. Delete subclause (b) of clause 10A, Arbitrated Safety Net Adjustments, of the award published 18 August 2000 (317 I.G.1097), and insert in lieu thereof the following:

The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (i) any equivalent overaward payments, and/or;
- (ii) award wage increases since 29 May 1991, other than Safety Net, State Wage Case and minimum rates adjustments."

2. Delete Part B, Monetary Rates and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Minimum Award Wage Rates**

| Classification | Former Award Rates (Per Week) 6 October 2004 \$ | Minimum Award Wage Rates (Per Week) 6 October 2005 \$ |
|---------------------------|--|--|
| Storeman & Packer Level 1 | 506.70 | 523.70 |
| Storeman & Packer Level 2 | 521.70 | 538.70 |
| Storeman & Packer Level 3 | 527.50 | 544.50 |
| Storeman & Packer Level 4 | 546.30 | 563.30 |
| Storeman & Packer Level 5 | 561.20 | 578.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Description | Amount \$ |
|----------|------------|-----------------------|----------------|
| 1 | 10(iii) | In charge - 1-5 | 16.55 per week |
| 2 | | 6-10 | 24.90 per week |
| 3 | | 11-15 | 34.05 per week |
| 4 | | over 15 | 42.75 per week |
| 5 | 10(v) | Single employee | 13.19 per week |
| 6 | 10(vi)(a) | Operates fork lift | 0.65 per hour |
| 7 | 10(vi)(b) | Operates mobile crane | 0.80 per hour |
| 8 | | Not to exceed | 0.80 per hour |

| | | | |
|----|----------|--|---------------------|
| 9 | 10(vii) | In iron yards, etc. handling various materials | 5.56 per week |
| 10 | 10(viii) | Packing crockery etc. | 12.60 additional |
| 11 | 10(ix) | Blending of honey | 13.69 additional |
| 12 | 10(x) | Reclaiming waste butter | 13.69 additional |
| 13 | 10(xi) | Carrying bagged stuff etc | |
| 14 | | Exceeding 68.04 kg | 0.41 per hour |
| 15 | 18 | Exceeding 81.65 kg | 0.47 per hour |
| 16 | | Overtime - more than 1 hour | 9.95 per meal |
| 17 | 19(i) | Notified and not called upon | 9.95 per meal |
| 18 | 19(ii) | Dirty work | 0.42 per hour extra |
| 19 | | Hot places - | |
| 20 | 19(iii) | Between 46 and 54.4o Celsius | 0.42 per hour extra |
| 21 | | Exceeds 54.4o Celsius | 0.57 per hour extra |
| 22 | 20(i)(a) | Wet places | 0.42 per hour extra |
| 23 | | Obnoxious materials | 0.78 per hour extra |
| | (b) | Other obnoxious materials | 0.66 per hour extra |
| | | Use of own vehicle | 0.63 per km |
| | 21(iii) | First-aid | 2.00 per day |

3. This order shall take effect from the first pay period commencing on or after 6th October 2005.

T. M. KAVANAGH J.

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(476)

SERIAL C4084**MILK TREATMENT, &c., AND DISTRIBUTION (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of Australia, New South Wales Branch, industrial organisation of employees.

(No. IRC 4716 of 2005)

Before Mr Deputy President Sams

30 September 2005

VARIATION

1. Delete subclause (i) of clause 2, State Wage Case Adjustments, of the award published 30 November 2001 (329 I.G. 1084) and insert in lieu thereof the following:
 - (i) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wages**

| Classification | Former rate per week \$ | SWC 2005 \$ | Total rate per week \$ |
|---|----------------------------|----------------|---------------------------|
| Division A: Production Section | | | |
| Production Assistant | 505.90 | 17.00 | 522.90 |
| Plant Operator Grade 1 | 515.40 | 17.00 | 532.40 |
| Plant Operator Grade 2 | 528.50 | 17.00 | 545.50 |
| Plant operator Grade 3 | 547.70 | 17.00 | 564.70 |
| Division B: Transport Section | | | |
| Milk Carter on rounds | 544.20 | 17.00 | 561.20 |
| Relief milk carter | 546.70 | 17.00 | 563.70 |
| Relief motor wagon driver | 553.90 | 17.00 | 570.90 |
| Fork lift driver | 544.10 | 17.00 | 561.10 |
| Tanker driver- 15,911 litres capacity or more | 574.40 | 17.00 | 591.40 |
| Tanker driver grader: | | | |
| Under 15,911 litres capacity | 562.40 | 17.00 | 579.40 |
| From 15,911 litres capacity | 577.30 | 17.00 | 594.30 |
| Drivers of motor wagons having a manufacturer's gross vehicle mass in tonnes: | | | |
| Up to 13,948 | 553.60 | 17.00 | 570.60 |

| | | | |
|---|--------|-----------------|--------|
| Over 13,948 and up to 15,468 | 555.40 | 17.00 | 572.40 |
| Over 15,468 and up to 16,919 | 556.50 | 17.00 | 573.50 |
| Over 16,919 and up to 18,371 | 559.50 | 17.00 | 576.50 |
| Over 18,371 and up to 19,731 | 561.00 | 17.00 | 578.00 |
| Over 19,731 and up to 21,092 | 561.90 | 17.00 | 578.90 |
| Over 21,092 and up to 22,453 | 563.90 | 17.00 | 580.90 |
| The minimum rate of wages for milk carters' assistants and boys on carts: | | (+3%, SWC 2005) | |
| Under 18 years of age | 290.30 | 8.71 | 299.00 |
| At 18 and under 19 years | 356.20 | 10.69 | 366.90 |
| At 19 and under 20 years | 394.65 | 11.84 | 406.50 |
| At 20 and under 21 years | 415.50 | 12.47 | 427.95 |
| The minimum rates of wages for an employee washing and filling bottles and all work in connection therewith and a junior laboratory employee: | | (+3%, SWC 2005) | |
| Under 18 years of age | 301.30 | 9.04 | 310.35 |
| At 18 and under 19 years | 347.05 | 10.41 | 357.45 |
| At 19 and under 20 years | 398.35 | 11.95 | 410.30 |
| At 20 and under 21 years | 446.00 | 13.38 | 459.40 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | New Amount per week (+3% SWC 2005 for work-related allowances) \$ |
|----------|------------|---|--|
| 1 | 6(i) | For drivers where the semi-trailer has: A single axle Two axles More than two axles | 32.35 39.75 46.40 |
| 2 | 6(iv) | Leading Hands: In charge of more than 2 but not more than 10 employees In charge of more than 10 employees | 19.85 25.30 |
| 3 | 6(v) | Charge Hands | 5.45 per day |
| 4 | 6(vii) | First-aid allowance | 12.55 per week |
| 5 | 6(viii) | Forklift drivers engaged in the loading and/or unloading of trailers | 6.80 per week |
| 6 | 6(ix) | Any employee in a Production Section classification required to move Vendors' vehicles | 2.80 per day |
| 7 | 6(x) | Any employee in a Production Section who possesses a TAFE Advanced Certificate or Associate Diploma | 16.75 |
| 8 | 6(xi) | Employees of Dairy Farmers Co-operative Ltd working in Cargon Vendor Distribution Depots in cold temperatures between 1 degree celsius and 7 degrees celsius | 0.46 per hour |
| 9 | 6(xii) | Employees of Dairy Farmers Co-Operative Ltd working their entire shift within a fully enclosed refrigerated warehouse or depot where temperatures are below 5 degrees celsius | 0.46 per hour |
| 10 | 8(i) | Shift Allowance: (a) morning shift (b) afternoon shift (c) night shift (d) permanent afternoon shift or permanent night shift | 8.85 per shift 11.65 per shift 14.75 per shift 3.15 extra |
| 11 | 11(ii)(b) | Overtime - meal allowance | 9.35 |

| | | | |
|----|---------|-------------------|------|
| 12 | 18(iii) | Laundry Allowance | 5.20 |
|----|---------|-------------------|------|

3. This variation shall take effect from the first full pay period to commence on or after 24 September 2005.

P. J. SAMS *D.P.*

Printed by the authority of the Industrial Registrar.

(667)

SERIAL C4006

RACECOURSE TOTALISATORS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union, industrial organisation of employees.

(No. IRC 3413 of 2005)

Before Mr Deputy President Sams

31 August 2005

VARIATION

1. Delete subclause (e) of clause 4, Wages of the award published 17 September 2004 (346 I.G. 501), and insert in lieu thereof the following:
 - (e) The rates of pay in this award include the adjustments payable under the State Wage Case of 2005. These adjustments may be offset against:
 - (1) any equivalent overaward payments; and/or
 - (2) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete Table 1 - Wages of Part B, Monetary Rates and insert in lieu the following:

PART B
MONETARY RATES

Table 1 - Wages

| | Current Base Rate | SWC 2005 Inc. (\$17÷38 +20%) | New Base Rate | Current Trav | SWC 2005 Inc. 3.037% March04 - March05 | New Trav. | Current Clot. | SWC 2005 Inc. 2.188% March04 - March05 | New Clot. | Current Annual Leave 1/12 of base rate | SWC2005 3% Increase 1/12 of base rate | New Annual Leave 1/12 of base rate | Current All up Hourly Rate | Total Increase Under SWC 2005 | Total New Hourly Rate |
|----------|-------------------------|--|---------------------|-----------------|--|--------------|------------------|--|--------------|--|--|--|-------------------------------------|---|--------------------------------|
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 16.00 | 0.54 | 16.54 | 1.07 | .03 | 1.10 | 0.63 | 0.01 | 0.64 | 1.33 | 0.04 | 1.37 | 19.03 | 0.62 | 19.65 |
| Level 2A | 17.72 | 0.54 | 18.26 | 1.07 | .03 | 1.10 | 0.63 | 0.01 | 0.64 | 1.48 | 0.04 | 1.52 | 20.90 | 0.62 | 21.52 |
| Level 2B | 18.16 | 0.54 | 18.70 | 1.07 | .03 | 1.10 | 0.63 | 0.01 | 0.64 | 1.51 | 0.04 | 1.55 | 21.37 | 0.62 | 21.99 |
| Level 3A | 19.04 | 0.54 | 19.58 | 1.07 | .03 | 1.10 | 0.63 | 0.01 | 0.64 | 1.59 | 0.04 | 1.63 | 22.33 | 0.62 | 22.95 |
| Level 3B | 19.62 | 0.54 | 20.16 | 1.07 | .03 | 1.10 | 0.63 | 0.01 | 0.64 | 1.64 | 0.04 | 1.68 | 22.96 | 0.62 | 23.58 |
| Level 4 | 20.96 | 0.54 | 21.50 | 1.07 | .03 | 1.10 | 0.63 | 0.01 | 0.64 | 1.75 | 0.04 | 1.79 | 24.41 | 0.62 | 25.03 |

3. This variation shall take effect from the first full pay period to commence on or after 18 January 2006.

P. J. SAMS *D.P.*

Printed by the authority of the Industrial Registrar.

DAIRYING INDUSTRY EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 4163 of 2005)

Before The Honourable Justice Backman

26 August 2005

VARIATION

1. Delete subclause (f), of clause 3, Wages, of the award published 4 May 2001 (324. I.G. 474), and insert in lieu thereof the following:
 - (f) State Wage Case adjustment - The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete subparagraphs (a) and (b), of paragraph (e), of subclause (g), of clause 27, Training Wage, and insert in lieu thereof the following:

Wage Rates for Certificate IV Traineeships

- (a) Trainees undertaking an AQF IV traineeship shall receive the relevant weekly wage rate for AQF III trainees at Industry/Skill Levels A, B, or C as applicable with the addition of 3.8 per cent of that wage rate.
- (b) An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications:

| First Year of Traineeship | Second Year of Traineeship |
|---------------------------|----------------------------|
| \$470.00 | \$488.00 |

3. Delete Table 4 - Training Wage Rates, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 4 - Training Wage Rates - Industry/Skill Level C

- (a) The following Traineeships shall be paid in accordance with Table 4 below:

Rural Skills (Dairy Production) Certificate II

Rural Skills (Dairy Production) Certificate III

Rural Skills (Milk Harvesting) Certificate II

Rural Skills (Milk Harvesting) Certificate III

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School leaver | 208.00 | 244.00 | 288.00 |
| Plus 1 year out of school | 276.00 | 323.00 | 376.00 |
| Plus 2 years | 323.00 | 376.00 | 427.00 |
| Plus 3 years | 376.00 | 427.00 | 461.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Notation - The parties to this award have agreed that the above rates shall be adjusted from time to time by the quantum of the increases awarded to Industry/Skill Level C rates in the National Training Wage Award 2000, as varied, or any successor industrial instrument.

- (b) See subparagraph (e) of subclause (g) of clause 27 Training Wage for trainees undertaking the following AQF IV traineeships:

Rural Skills (Dairy Production) Certificate IV

Rural Skills (Milk Harvesting) Certificate IV

4. This variation shall take effect from the first full pay period to commence on or after 1 December 2005.

A. F. BACKMAN J.

Printed by the authority of the Industrial Registrar.

HEALTH, FITNESS AND INDOOR SPORTS CENTRES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 4163 of 2005)

Before The Honourable Justice Backman

26 August 2005

VARIATION

1. Delete paragraph (d), of subclause (vi), of clause 28, Traineeships, of the award published 4 May 2001 (324. I.G. 497) and insert in lieu thereof the following:
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete subparagraph (ii), of paragraph (g), of subclause (vi), Wages of the said clause 28, and insert in lieu thereof the following:
 - (ii) Wage Rates for Certificate IV Traineeships
 - (a) Trainees undertaking an AQF IV traineeship shall receive the relevant weekly wage rate for AQF III trainees at Industry/Skill Levels A,B, or C as applicable with the addition of 3.8 per cent of that wage rate.
 - (b) An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications:

| Industry/Skill Level | First Year of Traineeship \$ | Second Year of Traineeship \$ |
|------------------------|---------------------------------|----------------------------------|
| Industry/Skill Level A | 470.00 | 488.00 |
| Industry/Skill Level B | 452.00 | 469.00 |
| Industry/Skill Level C | 405.00 | 420.00 |

3. Delete Part C, Trainee Monetary Rates, and insert in lieu thereof the following:

PART C

MONETARY RATES

Table 1 - Weekly Rates - Industry/Skill Level A

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 293.00 |
| Plus 1 year out of school | 243.00 | 293.00 | 340.00 |
| Plus 2 years | 293.00 | 340.00 | 396.00 |
| Plus 3 years | 340.00 | 396.00 | 453.00 |
| Plus 4 years | 396.00 | 453.00 | 453.00 |
| Plus 5 years or more | 453.00 | 453.00 | 453.00 |

The average proportion of time spent in Structured Training which has been taken into account in setting the above rates is 20 per cent.

Table 2 - Weekly Rates - Industry/Skill Level B

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 283.00 |
| Plus 1 year out of school | 243.00 | 283.00 | 325.00 |
| Plus 2 years | 283.00 | 325.00 | 382.00 |
| Plus 3 years | 325.00 | 382.00 | 435.00 |
| Plus 4 years | 382.00 | 435.00 | 435.00 |
| Plus 5 years or more | 435.00 | 435.00 | 435.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 3 - Weekly Rates - Industry/Skill Level C

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 278.00 |
| Plus 1 year out of school | 243.00 | 278.00 | 312.00 |
| Plus 2 years | 278.00 | 312.00 | 349.00 |
| Plus 3 years | 312.00 | 349.00 | 390.00 |
| Plus 4 years | 349.00 | 390.00 | 390.00 |
| Plus 5 years or more | 390.00 | 390.00 | 390.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 4 - School-Based Traineeships

| | Year of Schooling | |
|---|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| School based Traineeships Skill Levels A, B and C | 221.00 | 243.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

4. This variation shall take effect from the first full pay period to commence on or after 8 October 2005.

A. F. BACKMAN *J.*

Printed by the authority of the Industrial Registrar.

(1017)

SERIAL C3991**THEATRICAL EMPLOYEES (TRAINING WAGE) (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 4163 of 2005)

Before The Honourable Justice Backman

26 August 2005

VARIATION

1. Delete subclause (d), of clause 7, Wages, of the award published 8 February 2002 (331. I.G. 198), and insert in lieu thereof the following:
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete paragraph (ii) of subclause (k) of the said clause 7, and insert in lieu thereof the following:
 - (ii) Wage Rates for Certificate IV Traineeships
 - (a) Trainees undertaking an AQF IV traineeship shall receive the relevant weekly wage rate for AQF III trainees at Industry/Skill Levels A,B, or C as applicable with the addition of 3.8 per cent of that wage rate.
 - (b) An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications:

| Industry/Skill Level | First Year of Traineeship \$ | Second Year of Traineeship \$ |
|------------------------|---------------------------------|----------------------------------|
| Industry/Skill Level A | 470.00 | 488.00 |
| Industry/Skill Level B | 452.00 | 469.00 |
| Industry/Skill Level C | 405.00 | 420.00 |

3. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Weekly Rates - Industry/Skill Level A

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 293.00 |
| Plus 1 year out of school | 243.00 | 293.00 | 340.00 |
| Plus 2 years | 293.00 | 340.00 | 396.00 |
| Plus 3 years | 340.00 | 396.00 | 453.00 |
| Plus 4 years | 396.00 | 453.00 | 453.00 |
| Plus 5 years or more | 453.00 | 453.00 | 453.00 |

The average proportion of time spent in Structured Training which has been taken into account in setting the above rates is 20 per cent.

Table 2 - Weekly Rates - Industry/Skill Level B

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 283.00 |
| Plus 1 year out of school | 243.00 | 283.00 | 325.00 |
| Plus 2 years | 283.00 | 325.00 | 382.00 |
| Plus 3 years | 325.00 | 382.00 | 435.00 |
| Plus 4 years | 382.00 | 435.00 | 435.00 |
| Plus 5 years or more | 435.00 | 435.00 | 435.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 3 - Weekly Rates - Industry/Skill Level C

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 278.00 |
| Plus 1 year out of school | 243.00 | 278.00 | 312.00 |
| Plus 2 years | 278.00 | 312.00 | 349.00 |
| Plus 3 years | 312.00 | 349.00 | 390.00 |
| Plus 4 years | 349.00 | 390.00 | 390.00 |
| Plus 5 years or more | 390.00 | 390.00 | 390.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 4 - School-Based Traineeships

| | Year of Schooling | |
|---|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| School based Traineeships Skill Levels A, B and C | 221.00 | 243.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 5 - Hourly Rates for Trainees who Have Left School

| Skill Level A | Year 10 \$ | Year 11 \$ | Year 12 \$ |
|----------------------------------|---------------|---------------|---------------|
| School leaver | 7.27 | 7.99 | 9.64 |
| Plus 1 year after leaving school | 7.99 | 9.64 | 11.18 |
| Plus 2 years | 9.64 | 11.18 | 13.03 |
| Plus 3 years | 11.18 | 13.03 | 14.90 |
| Plus 4 years | 13.03 | 14.90 | 14.90 |
| Plus 5 years or more | 14.90 | 14.90 | 14.90 |
| Skill Level B | | | |
| School leaver | 7.27 | 7.99 | 9.31 |
| Plus 1 year after leaving school | 7.99 | 9.31 | 10.69 |
| Plus 2 years | 9.31 | 10.69 | 12.57 |
| Plus 3 years | 10.69 | 12.57 | 14.31 |
| Plus 4 years | 12.57 | 14.31 | 14.31 |
| Plus 5 years or more | 14.31 | 14.31 | 14.31 |
| Skill Level C | | | |
| School leaver | 7.27 | 7.99 | 9.14 |
| Plus 1 year after leaving school | 7.99 | 9.14 | 10.26 |
| Plus 2 years | 9.14 | 10.26 | 11.48 |
| Plus 3 years | 10.26 | 11.48 | 12.83 |
| Plus 4 years | 11.48 | 12.83 | 12.83 |
| Plus 5 years or more | 12.83 | 12.83 | 12.83 |

Table 6 - Hourly Rates for School-Based Traineeships

| | Year of Schooling | |
|--------------------------|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| Skills levels A, B and C | 7.27 | 7.99 |

4. This variation shall take effect from the first full pay period to commence on or after 8 October 2005.

A.F. BACKMAN J.

(449)

SERIAL C3990**RURAL TRAINEESHIPS (STATE) CONSOLIDATED AWARD 1999**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 4163 of 2005)

Before The Honourable Justice Backman

26 August 2005

VARIATION

1. Delete subclauses (e), (f) and (g), of clause 9, Wages, of the award published 16 June 2000 (316. I.G. 605), and insert in lieu thereof the following:

- (e) Table 1 - Skill Level A

Table 1 - Weekly Rates - Industry/Skill Level A

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 293.00 |
| Plus 1 year out of school | 243.00 | 293.00 | 340.00 |
| Plus 2 years | 293.00 | 340.00 | 396.00 |
| Plus 3 years | 340.00 | 396.00 | 453.00 |
| Plus 4 years | 396.00 | 453.00 | 453.00 |
| Plus 5 years or more | 453.00 | 453.00 | 453.00 |

The average proportion of time spent in Structured Training which has been taken into account in setting the above rates is 20 per cent.

Table 2 - Weekly Rates - Industry/Skill Level B

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 283.00 |
| Plus 1 year out of school | 243.00 | 283.00 | 325.00 |
| Plus 2 years | 283.00 | 325.00 | 382.00 |
| Plus 3 years | 325.00 | 382.00 | 435.00 |
| Plus 4 years | 382.00 | 435.00 | 435.00 |
| Plus 5 years or more | 435.00 | 435.00 | 435.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 3 - Weekly Rates - Industry/Skill Level C

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 278.00 |
| Plus 1 year out of school | 243.00 | 278.00 | 312.00 |
| Plus 2 years | 278.00 | 312.00 | 349.00 |
| Plus 3 years | 312.00 | 349.00 | 390.00 |
| Plus 4 years | 349.00 | 390.00 | 390.00 |
| Plus 5 years or more | 390.00 | 390.00 | 390.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

(f) School-Based Traineeships

| | Year of Schooling | |
|---|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| School based Traineeships Skill Levels A, B and C | 221.00 | 243.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

(g) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (i) any equivalent overaward payments, and/or
- (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete paragraph (ii), of subclause (h), of the said clause 9, and insert in lieu thereof the following:

(ii) Wage Rates for Certificate IV Traineeships

- (a) Trainees undertaking an AQF IV traineeship shall receive the relevant weekly wage rate for AQF III trainees at Industry/Skill Levels A,B, or C as applicable with the addition of 3.8 per cent of that wage rate.
- (b) An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications:

| Industry/Skill Level | First Year of Traineeship \$ | Second Year of Traineeship \$ |
|------------------------|---------------------------------|----------------------------------|
| Industry/Skill Level A | 470.00 | 488.00 |
| Industry/Skill Level B | 452.00 | 469.00 |
| Industry/Skill Level C | 405.00 | 420.00 |

3. Delete Tables 1 and 2 of subclause (b), of clause 10, Part Time Traineeships, and insert in lieu thereof the following:

Table 1 - Hourly Rates for Trainees who Have Left School

| Skill Level A | Year 10 \$ | Year 11 \$ | Year 12 \$ |
|----------------------------------|---------------|---------------|---------------|
| School leaver | 7.27 | 7.99 | 9.64 |
| Plus 1 year after leaving school | 7.99 | 9.64 | 11.18 |
| Plus 2 years | 9.64 | 11.18 | 13.03 |
| Plus 3 years | 11.18 | 13.03 | 14.90 |
| Plus 4 years | 13.03 | 14.90 | 14.90 |
| Plus 5 years or more | 14.90 | 14.90 | 14.90 |
| Skill Level B | | | |
| School leaver | 7.27 | 7.99 | 9.31 |
| Plus 1 year after leaving school | 7.99 | 9.31 | 10.69 |
| Plus 2 years | 9.31 | 10.69 | 12.57 |
| Plus 3 years | 10.69 | 12.57 | 14.31 |
| Plus 4 years | 12.57 | 14.31 | 14.31 |
| Plus 5 years or more | 14.31 | 14.31 | 14.31 |
| Skill Level C | | | |
| School leaver | 7.27 | 7.99 | 9.14 |
| Plus 1 year after leaving school | 7.99 | 9.14 | 10.26 |
| Plus 2 years | 9.14 | 10.26 | 11.48 |
| Plus 3 years | 10.26 | 11.48 | 12.83 |
| Plus 4 years | 11.48 | 12.83 | 12.83 |
| Plus 5 years or more | 12.83 | 12.83 | 12.83 |

Table 2 - Hourly Rates for School-Based Traineeships

| | Year of Schooling | |
|--------------------------|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| Skills levels A, B and C | 7.27 | 7.79 |
| 20% loading | 8.72 | 9.59 |

4. This variation shall take effect from the first full pay period to commence on or after 1 December 2005.

A. F. BACKMAN J.

(1610)

SERIAL C3989**AWU TRAINING WAGE (STATE) AWARD 2002**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 4163 of 2005)

Before The Honourable Justice Backman

26 August 2005

VARIATION

1. Delete subclause (d), of clause 7, Wages, of the award published 5 April 2002 (332. I.G. 522), and insert in lieu thereof the following:
 - (d) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete paragraph (ii) of subclause (k) of the said clause 7 of the award and insert in lieu thereof the following:
 - (ii) Wage Rates for Certificate IV Traineeships
 - (a) Trainees undertaking an AQF IV traineeship shall receive the relevant weekly wage rate for AQF III trainees at Industry/Skill Levels A,B, or C as applicable with the addition of 3.8 per cent of that wage rate.
 - (b) An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications:

| Industry/Skill Level | First Year of Traineeship \$ | Second Year of Traineeship \$ |
|------------------------|---------------------------------|----------------------------------|
| Industry/Skill Level A | 470.00 | 488.00 |
| Industry/Skill Level B | 452.00 | 469.00 |
| Industry/Skill Level C | 405.00 | 420.00 |

3. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Weekly Rates - Industry/Skill Level A

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 293.00 |
| Plus 1 year out of school | 243.00 | 293.00 | 340.00 |
| Plus 2 years | 293.00 | 340.00 | 396.00 |
| Plus 3 years | 340.00 | 396.00 | 453.00 |
| Plus 4 years | 396.00 | 453.00 | 453.00 |
| Plus 5 years or more | 453.00 | 453.00 | 453.00 |

The average proportion of time spent in Structured Training which has been taken into account in setting the above rates is 20 per cent.

Table 2 - Weekly Rates - Industry/Skill Level B

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 283.00 |
| Plus 1 year out of school | 243.00 | 283.00 | 325.00 |
| Plus 2 years | 283.00 | 325.00 | 382.00 |
| Plus 3 years | 325.00 | 382.00 | 435.00 |
| Plus 4 years | 382.00 | 435.00 | 435.00 |
| Plus 5 years or more | 435.00 | 435.00 | 435.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 3 - Weekly Rates - Industry/Skill Level C

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

| | Highest year of schooling completed | | |
|---------------------------|-------------------------------------|---------------|---------------|
| | Year 10 \$ | Year 11 \$ | Year 12 \$ |
| School Leaver | 221.00 | 243.00 | 278.00 |
| Plus 1 year out of school | 243.00 | 278.00 | 312.00 |
| Plus 2 years | 278.00 | 312.00 | 349.00 |
| Plus 3 years | 312.00 | 349.00 | 390.00 |
| Plus 4 years | 349.00 | 390.00 | 390.00 |
| Plus 5 years or more | 390.00 | 390.00 | 390.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 4 - School-Based Traineeships

| | Year of Schooling | |
|---|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| School based Traineeships Skill Levels A, B and C | 221.00 | 243.00 |

The average proportion of time spent in structured training which has been taken into account in setting the above rates is 20 per cent.

Table 5 - Hourly Rates for Trainees who Have Left School

| | Year 10 | Year 11 | Year 12 |
|----------------------------------|---------|---------|---------|
| Skill Level A | | | |
| School leaver | 7.27 | 7.99 | 9.64 |
| Plus 1 year after leaving school | 7.99 | 9.64 | 11.18 |
| Plus 2 years | 9.64 | 11.18 | 13.03 |
| Plus 3 years | 11.18 | 13.03 | 14.90 |
| Plus 4 years | 13.03 | 14.90 | 14.90 |
| Plus 5 years or more | 14.90 | 14.90 | 14.90 |
| Skill Level B | | | |
| School leaver | 7.27 | 7.99 | 9.33 |
| Plus 1 year after leaving school | 7.99 | 9.31 | 10.69 |
| Plus 2 years | 9.31 | 10.69 | 12.57 |
| Plus 3 years | 10.69 | 12.57 | 14.31 |
| Plus 4 years | 12.57 | 14.31 | 14.31 |
| Plus 5 years or more | 14.31 | 14.31 | 14.31 |
| Skill Level C | | | |
| School leaver | 7.27 | 7.99 | 9.14 |
| Plus 1 year after leaving school | 7.99 | 9.14 | 10.26 |
| Plus 2 years | 9.14 | 10.26 | 11.48 |
| Plus 3 years | 10.26 | 11.48 | 12.83 |
| Plus 4 years | 11.48 | 12.83 | 12.83 |
| Plus 5 years or more | 12.83 | 12.83 | 12.83 |

Table 6 - Hourly Rates for School-Based Traineeships

| | Year of Schooling | |
|--------------------------|-------------------|---------------|
| | Year 11 \$ | Year 12 \$ |
| Skills levels A, B and C | 7.27 | 7.99 |

4. This variation shall take effect from the first full pay period to commence on or after 8 October 2005.

A. F. BACKMAN J.

(010)

SERIAL C4087**ANIMAL FOOD MAKERS, &c. (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by the National Union of Workers, New South Wales Branch, industrial organisation of employees.

(No. IRC 4929 of 2005)

The Honourable Justice Kavanagh

30 September 2005

VARIATION

1. Delete subclause (iii), of clause 5, Adult Weekly Rates, of the award published 1 June 2001 (325 I.G. 112), and insert in lieu thereof the following:
 - (iii) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increase since 29 May 1991 other than Safety Net, State Wage Case, and minimum rates adjustments.
2. Delete Tables 1 to 4 of Appendix 1 - Minimum Award Wage Rates, and insert in lieu thereof the following:

Adult Weekly Rates (Clause 5)

- A. 1. Feed Miller in Charge of Shift:

Table 1

| Feed Miller in Charge of Shift | Former Award Wage Rate Per Week 2 October 2004 \$ | Minimum Award Wage Rate Per Week 2 October 2005 \$ |
|--|---|--|
| 1. Not exceeding 2 tonnes of provender per hour | 514.60 | 531.60 |
| 2. Exceeding 2 tonnes but not exceeding 6 tonnes of provender per hour | 521.10 | 538.10 |
| 3. Exceeding 6 tonnes but not exceeding 12 tonnes of provender per hour | 527.90 | 544.90 |
| 4. Exceeding 12 tonnes but not exceeding 18 tonnes of provender per hour | 534.50 | 551.50 |
| 5. Exceeding 18 tonnes but not exceeding 28 tonnes of provender per hour | 542.50 | 559.50 |
| 6. Exceeding 28 tonnes but not exceeding 40 tonnes of provender per hour | 550.50 | 567.50 |
| 7. Exceeding 40 tonnes but not exceeding 60 tonnes of provender per hour | 561.00 | 578.00 |
| 8. Exceeding 60 tonnes of provender per hour | 570.00 | 587.00 |

- (2) Foreman Feed Miller - Shall be paid not less than \$34.00 per week above the relevant rate prescribed by classification 1 hereof.
- (3) Feed Mill Operative:

Table 2

| Feed Mill Operative | Former Award Wage Rate (Per Week) 2 October 2004 \$ | Minimum Award Wage Rate (Per Week) 2 October 2005 \$ |
|---------------------|--|---|
| Grade 5 | 490.40 | 507.40 |
| Grade 4 | 496.20 | 513.20 |
| Grade 3 | 502.90 | 519.90 |
| Grade 2 | 509.60 | 526.60 |
| Grade 1 | 516.10 | 533.10 |
| Premix Blender | 502.90 | 519.90 |

B. General

Table 3

| General | Former Award Wage Rate (Per Week) 2 October 2004 \$ | Minimum Award Wage Rate (Per Week) 2 October 2005 \$ |
|---|---|--|
| 1. Millwright | 531.00 | 548.00 |
| 2. General Repairer not Millwright | 500.90 | 517.90 |
| 3. Head Millwright | 548.60 | 565.60 |
| 4. Binsman | 496.20 | 513.20 |
| 5. Grain Sampler | 483.10 | 500.10 |
| 6. Head Storeperson | 507.00 | 524.00 |
| 7. Storeperson/Storehand/Siloperson | 477.40 | 494.40 |
| 8. Packer/Stacker | 485.30 | 502.30 |
| 9. Head Siloperson/Head Intake | 492.00 | 509.00 |
| 10. Head Millhand | 492.00 | 509.00 |
| 11. Millhand | 468.00 | 485.00 |
| 12. (i) Driver of engines, whether the motive be steam or any other motive power other than manual power | | |
| (a) With condenser | 507.60 | 524.60 |
| (b) Without condenser | 497.60 | 514.60 |
| (ii) Driver of suction gas or other internal combustion engines: | | |
| (a) If 50 b.h.p. or over | 497.60 | 514.60 |
| (b) If under 50 b.h.p. | 488.60 | 505.60 |
| (iii) Driver of engines attending electric generator or dynamo other than a dynamo for merely lighting the works shall receive an additional \$12.43 per week | | |
| 13. Fireperson/Boiler Attendant | 476.20 | 493.20 |
| 14. Forklift Truck Driver and/or Tractor Driver | 488.60 | 505.60 |
| 15. Laboratory Assistant | 499.30 | 516.30 |
| 16. All other Adult Employees | 467.40 | 484.40 |

Table 4 - Other Rates and Allowances

| Item No | Clause No | Allowance | Amount 3 October 2005 \$ |
|---------|------------|---|--------------------------------|
| 1 | 9(a) | Dusty Conditions | 1.97 per day |
| 2 | 9(b) | Unusually and Excessively Dirty or Dusty Conditions | 0.42 per hour |
| 3 | 9(c)(i) | Engaged in discharging bulk grain | 0.84 per hour |
| 4 | 9(c)(ii) | Working adjacent to employee discharging bulk grain | 0.49 per hour |
| 5 | 9(d) | Carrying Bagged Products | 0.32 per hour |
| 6 | 9(e) | Bag Cleaning | 3.37 per day |
| 7 | 9(f) | Containers - Stacking Mill Products | 0.54 per hour |
| 8 | 9(g) | Boiler Attendant Certificate | 8.42 per week |
| 9 | 9(h) | Boiler Cleaner | 1.31 per hour |
| 10 | 9(i) | Silo and Bin Cleaner | 0.89 per hour |
| 11 | 10(j) | Meal Allowance | 6.60 per meal |
| 12 | 13(c)(i) | Afternoon Shift | 19.73 per shift |
| 13 | 13(c)(ii) | Rotating Night Shifts | 24.61 per shift |
| 14 | 13(c)(iii) | Change of Shift | 16.84 per shift |
| 15 | 13(h) | Meal Hours | 2.07 |
| 16 | 14(g)(iv) | Meal Allowance | 6.60 per meal |
| 17 | 15(c) | Travelling Allowance | 0.63 per kilometre |
| 18 | 26 | First-Aid Attendant | 8.42 per week |
| 19 | 27 | Fire Officer | 7.68 per week |
| 20 | 28(a) | Clothing Allowance | 2.27 per week |
| 21 | 28(b) | Tool Allowance | 9.00 per week |
| 22 | 28(f) | Handling and Use of Pesticides | 0.41 per hour |

3. This variation shall take effect from:
- (i) 2 October 2005 with respect to Tables 1 to 3; and
 - (ii) 3 October 2005 with respect to Table 4.

T. M. KAVANAGH J.

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(520)

SERIAL C4128**PASTRYCOOKS, &C. (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by National Union of Workers, New South Wales Branch, industrial organisation of employees.

(No. IRC 4934 of 2005)

Before The Honourable Justice Kavanagh

5 October 2005

VARIATION

1. Delete subclause (b) of clause 7, Wages, of the award published 8 March 2002 (331 I.G. 1307), and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete subclause (i), Adults, of clause 1, Minimum Award Wage Rate, of Appendix 1 - Industry (Not Elsewhere Specified), of Part 2 - Special Enterprise and Industry Provisions, and insert in lieu thereof the following:
 - (i) Adults - Any employee 21 years of age or over shall be paid not less than the rates of pay set out opposite the classification which the employee is allocated by the employer under the heading, Minimum Award Wage Rate.

| Classification | Former Award Wage Rate (Per Week) \$ 6 October 2004 | Minimum Award Wage Rate (Per Week) \$ 6 October 2005 |
|---|---|--|
| Foreperson/Supervisor | 553.10 | 570.10 |
| Baking Tradesperson | 529.50 | 546.50 |
| Pastry Group 1, 2 and 3 where only one employed | 529.50 | 546.50 |
| Pastry Cook Group 1, 2 and 3 - employed ornamenting | 527.50 | 544.50 |
| Pastry Cook - Group 1 | 525.10 | 542.10 |
| Pastry Cook - Group 2 | 498.90 | 515.90 |
| Pastry Cook - Group 3 | 478.00 | 495.00 |
| Head Packer - Group 1 | 537.30 | 554.30 |
| Head Packer - Group 2 | 487.20 | 504.20 |
| Stackerperson (Licensed) | 505.90 | 522.90 |
| Motor Van Driver | 489.50 | 506.50 |
| Packer Group 1 | 484.80 | 501.80 |
| Packer Group 2 | 467.40 | 484.40 |
| Assistant Group 1 | 486.80 | 503.80 |
| Assistant Group 2 | 481.00 | 498.00 |
| Assistant Group 3 | 476.40 | 493.40 |
| Assistant Group 4 | 467.40 | 484.40 |

3. Delete subclause (iii) Apprentices, of clause 1, Minimum Award Wage Rate, of said Appendix 1, and insert in lieu thereof the following:

(iii) Apprentices: The minimum rate of pay for apprentices shall be ascertained by applying the rate of pay set out opposite the year of an apprentices indenture.

| Classification | Former Award Wage Rate Per Week 6 October 2004 \$ | Minimum Award Wage Rate Per Week 6 October 2005 \$ |
|----------------|--|---|
| 1st Year | 262.40 | 270.25 |
| 2nd Year | 298.65 | 307.60 |
| 3rd Year | 339.25 | 349.45 |
| 4th Year | 416.95 | 429.45 |

Adult Apprentices: The minimum rate of pay for adult apprentices (21 years of age and over), shall remain at the second year rate for the first 2 years of the indenture.

4. Delete subclauses (vi), (vii), (viii), (ix), (x), (xi) and (xiii) of clause 2, Allowances, of the said Appendix 1, and insert in lieu thereof the following:

(vi) Leading Hands - An employee appointed by the employer as a leading hand shall receive the following weekly allowance in addition to the appropriate rate of pay for the employee's classification:

| In charge of - | Per week \$ |
|--------------------------|----------------|
| (a) 10 employees or less | 18.30 |
| (b) 11 to 20 employees | 30.75 |
| (c) 20 employees or more | 39.40 |

(vii) Freezer - An employee who during the course of employment is mainly required to work in freezers shall be paid:

- (a) between 0 degrees Celsius and minus 18 degrees Celsius (inclusive) - \$1.90 per day extra;
 (b) below minus 18 degrees Celsius - \$3.20 per day extra.

In addition, an employee required to work in temperatures below 7.2 degrees Celsius shall be provided with suitable headgear, gloves and protective clothing.

(viii) First-aid - An employee appointed by the employer as a first-aid attendant and who is qualified shall be paid \$11.51 per week extra.

(ix) Meal - An employee required to work overtime for more than 2 hours after finishing time on any day shall be paid \$9.95 for meal money, unless 24 hours' notice has been given.

(x) Laundry - Uniforms, where required by the employer, shall be supplied by the employer. Where the employee is required to wear and launder a uniform, the employee shall receive \$7.58 per week extra.

(xi) Collecting Monies - An employee employed as a motor van driver when collecting cash for the employer shall be paid \$2.99 per week extra. In addition, the employer shall provide a suitable cash bag.

- (xiii) Apprentices - An apprentice who obtains and hands to the employer a certificate or statement of having passed the yearly technical college examination shall be paid \$5.40 per week for the ensuing 12 months. Every apprentice who successfully completes the 2½-year trade course shall be paid \$15.10 per week.
5. This order shall take effect from the first pay period commencing on or after 6th October 2005.

T. M. KAVANAGH J.

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(776)

SERIAL C4129**PASTRYCOOKS (SPECIFIED WHOLESALERS) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by National Union of Workers, New South Wales Branch, industrial organisation of employees.

(No. IRC 4935 of 2005)

Before The Honourable Justice Kavanagh

5 October 2005

VARIATION

1. Delete paragraph (a), Adults, of subclause (i) Full-time Employees, of clause 2, Wages, of Part 2, Appendix 1 - Specified Wholesalers, of the award published 14 September 2001 (327 I.G. 819), and insert in lieu thereof the following:

- (a) Adults - Any employee 21 years of age or over shall be paid not less than the minimum award wage rates of pay set out opposite the classification in which the employee is allocated by the employer:

| Classification | Former Award Wage Rate (Per Week) \$ 6 October 2004 | Minimum Award Wage Rate (Per Week) \$ 6 October 2005 |
|--|---|--|
| Foreperson/Supervisor | 569.90 | 586.90 |
| Pastry Cook/Tradesperson - Employed Ornamenting | 540.70 | 557.70 |
| Pastry Cook/Tradesperson | 538.40 | 555.40 |
| Pastry Cook/Other | 511.40 | 528.40 |
| Head Packer | 551.10 | 568.10 |
| Stacker (Licensed) | 518.70 | 535.70 |
| Motor Van Driver | 514.10 | 531.10 |
| Checker / Loader | 499.20 | 516.20 |
| Packer Group 1 | 496.70 | 513.70 |
| Packer Group 2 | 488.40 | 505.40 |
| Assistant Group 1 | 498.80 | 515.80 |
| Assistant Group 2 | 492.80 | 509.80 |
| Assistant Group 3 | 488.10 | 505.00 |

2. Delete paragraph (c), Apprentices, of the said subclause (i), and insert in lieu thereof the following.

- (c) Apprentices - The minimum rate of pay for apprentices shall be ascertained by applying the rate of pay set out opposite the year of an apprentice's indenture.

| Classification | Minimum Award Wage Rate (Per Week) \$ 6 October 2004 | Minimum Award Wage Rate (Per Week) \$ 6 October 2005 |
|----------------|--|--|
| 1st Year | 273.20 | 281.40 |
| 2nd Year | 310.85 | 320.20 |
| 3rd Year | 356.95 | 367.65 |
| 4th Year | 433.90 | 446.90 |

3. Delete subclause (b) of clause 3, Arbitrated Safety Net Adjustments, of the said Part 2, and insert in lieu thereof the following:
- (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
- (i) any equivalent overaward payments; and/or
- (ii) award wage increases since 29 May 1991, other than safety net, State Wage Case, and minimum rates adjustments.

4. Delete subclauses (h), (i), (j), (k), (l), (m) and (o) of clause 6, Allowances, of the said Part 2, and insert in lieu thereof the following:

- (h) Leading Hands - An employee appointed by the employer as a leading hand shall receive the following weekly allowance in addition to the appropriate rate of pay for the employee's classification:

| In Charge of | Per Week \$ |
|----------------------|----------------|
| 10 employees or less | 17.90 |
| 11 to 20 employees | 32.85 |
| 20 employees or more | 38.50 |

- (i) Freezer/Cool Room - An employee who during the course of employment is mainly required to work in freezers, shall be paid:
- (1) between 0 degrees Celsius and 8 degrees Celsius (inclusive) - \$3.05 per day extra;
- (2) between 0 degrees Celsius and minus 18 degrees Celsius (inclusive) - \$5.05 per day extra;
- (3) below minus 18 degrees Celsius - \$8.40 per day extra.
- In addition, an employee required to work in temperatures below 7.2 degrees Celsius shall be provided with suitable headgear, gloves and protective clothing.
- (j) First-aid - An employee appointed by the employer as a first-aid attendant and who is qualified shall be paid \$11.30 per week extra.
- (k) Meal - An employee required to work overtime for more than 2 hours after finishing time on any day shall be paid \$9.95 for meal money, unless 24 hours' notice has been given.
- (l) Laundry - Uniforms where required by the employer shall be supplied by the employer. Where the employee is required to wear and launder a uniform, the employee shall receive \$7.58 per week extra.
- (m) Collecting Monies - An employee employed as a motor van driver when collecting cash for the employer shall be paid \$6.77 per week extra. In addition, the employer shall provide a suitable cash bag.
- (o) Apprentices - An apprentice who obtains and hands to the employer a certificate or statement of having passed the yearly technical college examination shall be paid \$5.25 per week for the ensuing 12 months. Every apprentice who successfully completes the 2 1/2 year trade course shall be paid \$14.75 per week.

5. This variation shall take effect from the first pay period commencing on or after 6 October 2005.

T. M. KAVANAGH *J.*

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(820)

SERIAL C3949**ACTORS (THEATRICAL) (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Media, Entertainment and Arts Alliance New South Wales, industrial organisation of employees.

(No. IRC 2066 of 2005)

Commissioner Connor

13 July 2005

VARIATION

1. Delete paragraphs 16.2.1 and 16.2.2 of clause 16, Classifications and Wage Rates, of the award published 2 November 2001 (329 I.G. 37), and insert in lieu thereof the following:

16.2.1 Engaged by the week (age 16 and over)

| Category and classification | Total previous minimum weekly rate of pay \$ | SWC 2004 \$ | Minimum weekly rate of pay \$ |
|-----------------------------|---|-------------------|----------------------------------|
| Category 1: | | | |
| Performer | | | |
| Grade 1 | 602.80 | 19.00 | 621.80 |
| Grade 2 | 644.50 | 19.00 | 663.50 |
| Opera Principal | 678.00 | 19.00 | 697.00 |
| Category 2: | | | |
| Performer | 644.50 | 19.00 | 663.50 |

- 16.2.2(a) Supernumeraries engaged by the week shall be paid a minimum hourly rate of \$18.05 and a minimum weekly rate of \$311.74.
- 16.2.2(b) Supernumeraries on tour shall be paid the Category 1 Performer Grade 1 rate of pay together with the touring allowance as hereinafter specified.
- 16.2.2(c) An employee who as part of his or her duties is required by the employer to act, as an assistant stage manager shall be paid in addition to the applicable weekly rate hereinbefore-specified \$29.29.
- 16.2.2(d) A member of the ensemble of performers who acts as dance captain or who under the direction of the employer or the employer's representative supervises the work of the ensemble of performers shall be paid not less than \$29.29.
- 16.2.2(e) An employee is required by the employer to act as understudy, the employee shall be paid an additional amount for each plot as follows:

| Part understudied | Amount per week \$ |
|-----------------------|-----------------------|
| Star role | 39.51 |
| Leading role | 28.16 |
| Supporting role | 16.92 |
| Minor supporting role | 13.46 |

Where an employee is engaged to understudy a plot which comprises more than one role, the employee shall receive one weekly loading only for understudying all or part of that plot - that being the highest loading applicable for the role or roles.

- 16.2.2(f) If an employee is required to perform in a plot in which he or she is acting as understudy the employee shall be paid an additional amount per performance as follows:

| Part performed | Amount per performance \$ |
|-----------------------|------------------------------|
| Star role | 84.58 |
| Leading role | 56.42 |
| Supporting role | 33.83 |
| Minor supporting role | 27.08 |

Where an employee is engaged to perform a plot which comprises more than one role, the employee shall receive one performance loading only for performing all or part of that plot - that being the highest loading applicable for the role or roles performed provided that:

where a swing performer is understudying a supporting or minor supporting role aggregate payments to the swing performer may not exceed the negotiated rate of pay paid to the employee whose part is being understudied.

- (i) For the purposes of 16.2.2(e) and 16.2.2(f) a "plot" is a role or roles for which an employee is principally engaged. The principal engagement does not include roles for which the employee may be engaged to understudy. The plot for which the artist is engaged may comprise one or more roles as per the above definitions, and may comprise both supporting and minor supporting roles.
- (ii) The additional payments prescribed in 16.2.2(e) and 16.2.2(f) above shall not apply in the case of ensemble companies where the performers are engaged on fixed term contracts to perform in a number of different productions.

- 16.2.2(g) An employee who is required to perform work as driver or a person in charge whilst on tour shall be paid not less than \$39.25.

2. Delete subclauses 16.3, 16.4 and 16.7 of the said clause 16, and insert in lieu thereof the following:

16.3 Payment in lieu of meals during travel

An employer shall pay an employee \$18.11 for each meal period which occurs during a journey provided that such allowance is not payable where the employer provides meals during the journey.

16.4 Travel to and from airports

An employee required to travel to or from an airport shall be reimbursed the cost of such transport up to a maximum of \$32.83 for any single trip provided that such reimbursement is not payable where the employer provides such transport.

16.7 Use of private transport on official duties

Where an employee agrees at the request of the employer to use his or her own motor vehicle or motor cycle for purposes other than travelling between cities and towns, the employee shall be paid an allowance of 78 cents per kilometre.

3. Delete paragraph 16.13.2 of the said clause 16, and insert in lieu thereof the following:

16.13.2 Rehearsals

- (a) An employee aged sixteen years or over who is required to rehearse by the employer shall be paid \$26.42 for one hour (minimum) and over one hour at the rate set out in subclause 16.13.2(b) per half hour or part thereof.

- (b) Provided however that if the employee desires to leave the rehearsal, before the completion of one hour's rehearsal payment shall be at the rate of \$13.21 per half hour or part thereof for the time actually worked:

4. Delete paragraph 16.13.3 of the said clause 16, and insert in lieu thereof the following:

16.13.3 Casual supernumeraries

Casual supernumeraries shall be paid \$18.95 per hour with a minimum call for performance of three hours and for rehearsals of two hours:

5. Delete subclause 16.15 of the said clause 16, and insert in lieu thereof the following:

16.15 State Wage Cases

The rates of pay in this award include the adjustments payable under the State Wage Case of 2004. These adjustments may be off set against:

- (i) any equivalent overaward payments; and/or
 (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

6. Delete subclause 22.6, of clause 22, Breaks, Meal Intervals and Allowances, and insert in lieu thereof the following:

22.6 If there is a break of less than two hours between the conclusion of one performance and the beginning of the next performance the employer shall provide an employee with a satisfactory meal. Alternatively, the employer may pay to the employee an amount of \$18.11 in lieu of the said meal.

7. Delete paragraph 30.3.2, of clause 30, Travelling, and insert in lieu thereof the following:

30.3.2 Periods of one week or less

Where the period involved is one week or less an allowance of \$116.20 per night shall be payable as from 10 January 2005, and \$127.25 per night shall be payable as from 10 January 2006, provided that such allowance will not be payable where the employer provides suitable accommodation.

8. Delete the words "\$327.00 per week or 65.40 per night up to a maximum of the weekly allowance" appearing in subclause 30.3.3, of the said clause 30, and insert in lieu thereof the following:

\$405.90 per week or \$81.20 per night up to a maximum of the weekly allowance as from 10 January 2005, and \$445.30 per week or \$89.05 per night, up to a maximum of the weekly allowance as from 10 January 2006.

9. Delete section 30.3.3(1)(b), of the said clause 30, and insert in lieu thereof the following:

30.3.3(1)(b) If the employer elects not to provide accommodation and the employee elects to accept reimbursement of the expense of such accommodation up to the maximum limits as follows:

| Destination | Amount \$ From 10 January 2005 | Amount \$ From 10 January 2006 |
|--------------------------------------|-----------------------------------|-----------------------------------|
| Sydney and Melbourne | 811.80 | 890.60 |
| Adelaide, Hobart, Perth and Brisbane | 614.00 | 628.95 |
| Canberra | 715.95 | 765.90 |
| Other places | 559.65 | 586.30 |

10. Delete paragraph 30.5.1, of the said clause 30, and insert in lieu thereof the following:

30.5.1 In lieu of the provisions of 30.3.3 an employee may elect to take a cash allowance of \$405.90 per week or \$81.20 per night up to a maximum of the weekly cash allowance as from 10 January 2005, and \$445.30 per week or \$89.05 per night up to a maximum of the weekly cash allowance as from 10 January 2006.

11. Delete subclauses 30.8 and 30.9, of the said clause 30, and insert in lieu thereof the following:

30.8 Meals

An employee required to travel shall be paid an allowance of \$38.32 per day to a maximum of \$191.60 per week except for localities north of 26 degrees south latitude in Western Australia, where the rate shall be prescribed by the Public Service Miscellaneous Allowances Award for the locality concerned. Provided that such allowances shall not be paid where the employer provides meals of a satisfactory nature.

30.9 Incidentals Allowance

An employee required to travel shall be paid an allowance for incidentals of \$11.74 per day to a maximum of \$58.70 per week except for localities north of 26 degrees south latitude in Western Australia, where the rate shall be prescribed by the Public Service Miscellaneous Allowances Award for the locality concerned.

12. Delete subparagraph 30.11.2(a), of the said clause 30, and insert in lieu thereof the following:

30.11.2(a) The employer shall provide for any casual employee who is obliged to remain and lodge overnight at any place other than his or her usual place of abode, the current daily travelling allowance rate plus \$18.11 for each meal provided that such allowances will not be payable where the employer provides reasonable accommodation and meals at a hotel/motel or boarding house.

13. This variation shall take effect from the beginning of the first pay period to commence on or after 13 July 2005.

P. J. CONNOR, Commissioner.

(039)

SERIAL C4090

METAL, ENGINEERING AND ASSOCIATED INDUSTRIES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales, industrial organisation of employees.

(No. IRC 4558 of 2005)

Before The Honourable Justice Kavanagh

21 September 2005

VARIATION

1. Delete paragraphs 5.1.1(c) and 5.1.1(d) of clause 5.1, Classifications and Rates of Pay, of Part 5, Rates of Pay and Related Matters, of the award published 8 June 2001 (325 I.G. 209), and insert in lieu thereof the following:

5.1.1(c) Schedule of Rates of Pay

| Wage Group | Base Rate Per Week \$ | Supplementary Payment Per Week \$ | SWC Adjustments \$ | Weekly Award Rate \$ | Hourly Rate \$ |
|-------------|-----------------------------|--|--------------------------|----------------------------|-------------------|
| Level C14 | 284.80 | 40.60 | 159.00 | 484.40 | 12.75 |
| Level C13 | 299.50 | 42.60 | 159.00 | 501.10 | 13.19 |
| Level C12 | 319.20 | 45.40 | 159.00 | 523.60 | 13.78 |
| Level C11 | 337.40 | 48.10 | 159.00 | 544.50 | 14.33 |
| Level C10 | 365.20 | 52.00 | 161.00 | 578.20 | 15.22 |
| Level C9 | 383.50 | 54.60 | 161.00 | 599.10 | 15.77 |
| Level C8 | 401.70 | 57.20 | 161.00 | 619.90 | 16.31 |
| Level C7 | 420.00 | 59.80 | 159.00 | 638.80 | 16.81 |
| Level C6 | 456.50 | 65.00 | 159.00 | 680.50 | 17.91 |
| Level C5 | 474.80 | 67.60 | 159.00 | 701.40 | 18.46 |
| Level C4 | 493.00 | 70.20 | 159.00 | 722.20 | 19.01 |
| Level C3 | 529.50 | 75.40 | 159.00 | 763.90 | 20.10 |
| Level C2(a) | 547.80 | 78.00 | 159.00 | 784.80 | 20.65 |
| Level C2(b) | 584.30 | 83.20 | 155.00 | 822.50 | 21.64 |
| Level C1(a) | 657.40 | 93.60 | 155.00 | 906.00 | 23.84 |
| Level C1(b) | 766.90 | 109.20 | 155.00 | 1031.10 | 27.13 |

5.1.1(d) State Wage Case Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (i) any equivalent overaward payments, and/or
- (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete subclause 5.3.1 of clause 5.3, Apprentices Rates of Pay, of the said Part 5 and insert in lieu thereof the following:

5.3.1 Except as provided for in Clause 5.4, Adult apprentices, the weekly wage rate for apprentices shall be as follows:

| Column 1 | Column 2 | Column 3 | Column 4 | Column 5 |
|-----------------------------|--------------------------|--------------------------|------------------------|----------------|
| 4 year terms apprenticeship | Percentage of Column 3 % | C10 Weekly Award Rate \$ | Total rate per week \$ | Hourly Rate \$ |
| First Year | 42 | 578.20 | 242.80 | 6.39 |
| Second Year | 55 | 578.20 | 318.00 | 8.37 |
| Third Year | 75 | 578.20 | 433.70 | 11.41 |
| Fourth Year | 88 | 578.20 | 508.80 | 13.39 |

3. Delete the table in subclause 5.4.3 of clause 5.4, Adult Apprentices, of the said Part 5 and insert in lieu thereof the following:

Table 1 - Adult Apprentice Rates of Pay

| Year of Apprenticeship | Total Weekly Rate \$ |
|------------------------|----------------------|
| First | 406.00 |
| Second | 484.40 |
| Third | 501.10 |
| Fourth | 523.60 |

4. Delete clause 5.5, Unapprenticed Junior Rates of Pay, of the said Part 5 and insert in lieu thereof the following:

5.5 Unapprenticed Junior Rates of Pay

5.5.1(a) Unapprenticed Juniors

The minimum weekly wage rates for Unapprenticed Juniors shall be as follows:

| Column 1 | Column 2 | Column 3 | Column 4 |
|-----------------------|--------------------------|--------------------------|------------------------|
| Years of Age | Percentage of Column 3 % | C13 Weekly Award Rate \$ | Total Rate per week \$ |
| Under 16 years of age | 36.8 | 501.10 | 184.40 |
| At 16 years of age | 47.3 | 501.10 | 237.00 |
| At 17 years of age | 57.8 | 501.10 | 289.60 |
| At 18 years of age | 68.3 | 501.10 | 342.30 |
| At 19 years of age | 82.5 | 501.10 | 413.40 |
| At 20 years of age | 97.7 | 501.10 | 489.60 |

A junior employee of 18 years of age or more shall be paid 37 cents per week in addition to the rates prescribed herein whilst they are employed as a furnace person or assistant to a furnace person.

5.5.1(b) Unapprenticed Juniors (Foundaries)

The minimum weekly wage rates for Unapprenticed Juniors (Foundaries) shall be as follows:

| Column 1 | Column 2 | Column 3 | Column 4 |
|-----------------------|--------------------------------|--------------------------------|------------------------------|
| Years of Age | Percentage of Column 3 % | C13 Weekly Award Rate \$ | Total Rate per week \$ |
| Under 16 years of age | 36.8 | 501.10 | 184.40 |
| At 16 years of age | 47.3 | 501.10 | 237.00 |
| At 17 years of age | 68.3 | 501.10 | 342.30 |
| At 18 years of age | 83.0 | 501.10 | 415.90 |
| At 19 years of age | 98.8 | 501.10 | 495.10 |

5. Delete the amount "\$45.00" appearing in paragraph 5.8.3, clause 5.8, Supported Wage System for People with Disabilities, of the said Part 5 and insert in lieu thereof the following:

\$61.00

6. Delete paragraphs 5.9.1(f) and (g) of clause 5.9, Allowances and Special Rates, of the said Part 5 and insert in lieu thereof the following:

5.9.1(f) All-purpose Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|---|--|
| 1 | 5.9.1(a) | Leading Hands in Charge of : 3-10 employees 11-20 employees More than 20 employees | 25.30 per week 37.80 per week 48.10 per week |
| 2 | 5.9.1(b) | Ship Repairing Tradespersons All other employees | 11.50 per week 9.30 per week |
| 3 | 5.9.1(c) | Multi-Storey Building | 18.20 per week |
| 4 | 5.9.1(d) | Tool Allowance | 12.40 per week |

5.9.2(g) Other Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|--------------------------------------|---------------------|---------------------------|
| 1 | 5.9.2(a) | Motor Allowance | 62 cents per km travelled |
| 2 | 5.9.2(b) | First Aid Allowance | 11.50 per week |
| 3 | 5.9.2(c) 5.9.4(b)(iv) & 6.4.11 | Meal Allowance | 9.70 |

7. Delete paragraph 5.9.3(s), of clause 5.9, Allowances and Special Rates, of the said clause 5.9 and insert in lieu thereof the following:

5.9.3(s) Special Rates

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|--|--|
| 1 | 5.9.3(c) | Cold Places | 42 cents per hour extra |
| 2 | 5.9.3(d) | Hot Places Between 46 and 54 celsius In excess of 54 celsius | 43 cents per hour extra 58 cents per hour extra |
| 3 | 5.9.3(e) | Wet Places | 43 cents per hour extra |

| | | | |
|----|----------|---|--|
| 4 | 5.9.3(f) | Confined Spaces | 58 cents per hour extra |
| 5 | 5.9.3(g) | Dirty Work Ship Repair Work All other work | 58 cents per hour extra 43 cents per hour extra |
| 6 | 5.9.3(h) | Height Money | 32 cents per hour extra |
| 7 | 5.9.3(i) | Meat Digesters and Oil Tanks | 43 cents per hour extra |
| 8 | 5.9.3(j) | Sanitary Works | 30 cents per hour extra |
| 9 | 5.9.3(k) | Insulation materials | 57 cents per hour extra |
| 10 | 5.9.3(l) | Slaughtering Yards | 32 cents per hour extra |
| 11 | 5.9.3(m) | Boiler Repairs (i) Smoke boxes, fire boxes, furnaces or flues of boilers (ii) Oil fired boilers including the castings, uptakes and funnels, or flues and smoke stacks | 32 cents per hour extra 1.14 per hour extra |
| 12 | 5.9.3(n) | Explosive Powered Tools | 1.15 per day extra |
| 13 | 5.9.3(o) | Ships in Dock | 32 cents per hour extra |
| 14 | 5.9.3(p) | Foundry Allowance | 33 cents per hour worked |
| 15 | 5.9.3(q) | Boilding Down works | 32 cents per hour |
| 16 | 5.9.3(r) | Lead Works | 32 cents per hour |

8. This variation shall take effect on or after the first full pay period on or after 21 September 2005.

T. M. KAVANAGH J.

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(630)

SERIAL C4081**STRAPPERS AND STABLE HANDS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (b) of clause 4, Rates of Pay of the award published 9 November 2001 (329 I.G. 366) and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increase since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Table 1 - Rates of Pay and Table 2 - Other Allowances of Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates of Pay**

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC2005 Amount \$ |
|---|-----------------------|---------------------------|----------------------|
| (1) Stablehand | | | |
| (a) with less than one year's previous experience | 467.40 | 17.00 | 484.40 |
| (b) with one year's previous experience | 467.40 | 17.00 | 484.40 |
| (c) with two year's previous experience | 467.40 | 17.00 | 484.40 |
| (d) with five year's previous experience | 473.85 | 17.00 | 490.85 |
| (2) Stablehand Rider | 553.95 | 17.00 | 570.95 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|---|-----------------------|-----------------------|
| 1 | 7(i) | Racecourse within 75 kilometres | 24.50 | 25.25 |
| 2 | 7(ii) | For each 50 Kilometres beyond 75 kilometres or part thereof | 5.70 extra | 5.90 extra |
| 3 | 10(iii) | Overtime (meal allowance) per meal | 8.40 | 8.65 |
| 4 | 14 | Full Board and Lodging with cook supplied | 51.10 | 51.10 |
| 5 | 14 | Full Board and Lodging without cook supplied | 18.00 | 18.00 |
| 6 | 22(i)(b) | Meal allowance whilst at racecourse per meal | 8.40 | 8.65 |
| 7 | 24(iv) | Riding boots and skullcaps per week | 1.70 | 1.75 |

Note: These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after the 14 March 2006.

A. F. BACKMAN *J.*

Printed by the authority of the Industrial Registrar.

(711)

SERIAL C4080**WINE INDUSTRY CONSOLIDATED (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete paragraph (c) of subclause (i) of clause 2, Wages, of the award published 3 November 2000 (319 I.G. 1065), and insert in lieu thereof the following:
 - (c) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent over-award payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Wage Rates and Allowances, and insert in lieu thereof the following:

PART B**WAGE RATES AND ALLOWANCES****Table 1 - Wage Rates**

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC2005 Amount \$ |
|----------------|-----------------------|---------------------------|----------------------|
| Level One | 500.80 | 17.00 | 517.80 |
| Level Two | 517.10 | 17.00 | 534.10 |
| Level Three | 527.50 | 17.00 | 544.50 |
| Level Four | 541.30 | 17.00 | 558.30 |
| Level Five | 561.20 | 17.00 | 578.20 |

Table 2 - Allowances

| Leading Hand Allowance | SWC 2004 Amount \$ | SWC2005 Amount \$ |
|---|-----------------------|----------------------|
| Up to and including 4 employees | 13.45 | 13.85 |
| More than 4 employees but not more than 10 employees | 24.25 | 25.00 |
| More than 10 employees | 36.65 | 37.75 |
| In addition to the above rates, employees operating a mechanical harvester shall be paid an allowance of \$0.50 per hour for each hour or part thereof whilst operating such a harvester: | | |
| Service Allowance | | |
| After the first year of service | 5.20 | 5.35 |
| After the second year of service | 8.90 | 9.15 |
| After the third year of service | 12.60 | 13.00 |

Table 3 - Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|--|-----------------------|-----------------------|
| 1 | 2(i)(e) | Burning and/or waxing closed wine vats | 0.68 p/hr | 0.70 p/hr |
| 2 | 2(i)(f) | Kerosene blow lamp used | 2.62 p/hr | 2.70 p/hr |
| 3 | 15 | Meal Allowance | 9.85 p/meal | 10.15 p/meal |
| 4 | 27(i) | Wet Work Allowance | 3.60 daily | 3.70 daily |
| 5 | 28(ii) (b) | Laundry Allowance | 3.25 p/day | 3.30 p/day |
| 6 | 34 | First-aid Allowance | 2.25 p/day | 2.30 p/day |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 30 August 2005.

A. F. BACKMAN J.

Printed by the authority of the Industrial Registrar.

(634)

SERIAL C4079**SUGAR FIELD WORKERS (STATE) CONSOLIDATED AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (i) of clause 4, Safety Net Commitments, of the award published 16 March 2001 (323 I.G. 64), and insert in lieu thereof the following:
 - (i) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) award wage increase since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates of Pay**

| Classifications | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC2005 Amount \$ |
|--|-----------------------|---------------------------|----------------------|
| Field Workers | | | |
| From 14 to 16 years of age (50%) | 242.85 | 8.50 | 251.35 |
| From 16 to 18 years of age (60%) | 291.40 | 10.20 | 301.60 |
| Over 18 to 19 years of age (70%) | 340.00 | 11.90 | 351.90 |
| Over 19 years of age with | | | |
| Less than 12 months experience | 469.50 | 17.00 | 486.50 |
| More than 12 months experience | 485.70 | 17.00 | 502.70 |
| Mechanical Harvesting: | | | |
| Field Assistant/Mechanical Harvesting | 489.80 | 17.00 | 506.80 |
| Infield Buggy Driver | 513.00 | 17.00 | 530.00 |
| MHO Grade 3 (less than 12 months experience) | 522.40 | 17.00 | 539.40 |
| MHO Grade 2 (more than 12 months experience) | 534.60 | 17.00 | 551.60 |
| Rural Tradesperson/MHO Grade 1 | 561.20 | 17.00 | 578.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|--------------------------------|-----------------------|-----------------------|
| 1 | 3(ii)(a) | Oil tractors | 0.29 per hour | 0.30 per hour |
| 2 | 3(ii)(b) | Cleaning drains | 0.46 per hour | 0.47 per hour |
| 3 | 3(ii)(c) | Wet places | 2.55 per day | 2.65 per day |
| 4 | 3(ii)(d) | Working in water 45 cm - 90 cm | 3.16 per day | 3.25 per day |
| | | Over 90 cm | 3.41 per day | 3.51 per day |

| | | | | |
|---|----------|--------------------------------|---------------|---------------|
| 5 | 3(ii)(e) | Working in slurry | 2.29 per day | 2.36 per day |
| 6 | 3(ii)(g) | Repairing mechanical equipment | 0.42 per hour | 0.43 per hour |
| 7 | 3(ii)(h) | Field conditions allowance | 0.65 per hour | 0.67 per hour |
| 8 | 21(i) | Fare and travelling | 0.50 per km | 0.52 per km |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 26 July 2005.

A. F. BACKMAN J.

Printed by the authority of the Industrial Registrar.

(817)

SERIAL C4078**POULTRY INDUSTRY LIVESTOCK (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete paragraph (a) of subclause (i) of clause 4, Integrated Wage Structure, of the award published 8 February 2002 (331 I.G. 93), and insert in lieu thereof the following:
 - (a) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent over-award payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Table 1 - Wages and Table 2 - Other Rates and Allowances of Part B, Monetary Rates and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wages**

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC 2005 Amount \$ |
|------------------------------|-----------------------|---------------------------|-----------------------|
| Farm Transporter - Two Axle | 581.30 | 17.00 | 598.30 |
| Farm Transporter | 547.20 | 17.00 | 564.20 |
| Certified Rural Tradesperson | 561.20 | 17.00 | 578.20 |
| Farm Maintenance Worker | 525.80 | 17.00 | 542.80 |
| Stock Hand | 498.80 | 17.00 | 515.80 |
| Hatchery Assistant | 488.30 | 17.00 | 505.30 |
| Farm Hand | 484.10 | 17.00 | 501.10 |
| General Hand | 467.40 | 17.00 | 484.40 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|---|-----------------------|-----------------------|
| 1 | 4(i) | First-aid allowance p/day | 1.90 | 1.95 |
| 2 | 4(i) | Meal allowance p/day | 9.65 | 9.95 |
| 3 | 4(i) | Leading Hand - Large Group per week | 22.00 | 22.65 |
| 4 | 4(i) | Leading Hand - Small Group per week | 16.00 | 16.50 |
| 5 | 4(ii)(g) | Motor allowance for vehicle up to 2,000 cc per km | 0.47 | 0.48 |
| 6 | 4(ii)(g) | Motor allowance for vehicle over 2,000 cc p/ km | 0.55 | 0.57 |
| 7 | 4(ii)(h) | Required to provide a car (full-time employee) per week | 98.70 | 101.65 |
| 8 | 4(ii)(h) | Required to provide a car (part-time employee) p/day | 19.80 | 20.40 |
| 9 | 4(ii)(h) | For each km travelled per km | 0.30 | 0.31 |

| | | | | |
|----|--------|-----------------------------------|------|------|
| 10 | 5 | Laundry allowance p/day | 1.85 | 1.90 |
| 11 | 8(iii) | Unplanned overtime meal allowance | 9.65 | 9.95 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 26 July 2005.

A. F. BACKMAN J.

Printed by the authority of the Industrial Registrar.

POULTRY FARM EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete clause 6, Safety Net Commitments, of the award published 12 April 2001 (323 I.G. 1069) and insert in lieu thereof the following:

6. Safety Net Commitments

The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (a) any equivalent over-award payments; and/or
- (b) award wage increases since 29 May 1991 other than safety net, State Wage Case increases and minimum rates adjustments

2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wage Rates**

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC2005 Amount \$ |
|--------------------|-----------------------|---------------------------|----------------------|
| General Hand | 467.40 | 17.00 | 484.40 |
| Stock Hand | 498.70 | 17.00 | 515.70 |
| Authorised Tester | 561.20 | 17.00 | 578.20 |
| Rural Tradesperson | 561.20 | 17.00 | 578.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Classification | SWC 2004 Amount \$ | SWC2005 Amount \$ |
|----------|-------------|-------------------------|-----------------------|----------------------|
| 1 | 4 (vii) (a) | Leading Hands | 16.40 | 16.90 |
| 2 | 4(vii) (b) | Leading Hands | 22.30 | 22.95 |
| 3 | 4 (ix) | Cleaning | 1.55 | 1.60 |
| 4 | 8 (ii) | Overtime Meal Allowance | 8.75 | 9.00 |
| 5 | 19 (ii) | First-aid | 2.15 | 2.20 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 26 July 2005.

A. F. BACKMAN *J.*

Printed by the authority of the Industrial Registrar.

(514)

SERIAL C4076**OYSTER FARMS, &c. (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (vi) of clause 2, Wages, of the award published 11 May 2001 (324 I.G. 757) and insert in lieu thereof the following:
 - (vi) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wages**

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC 2005 Amount \$ |
|---|-----------------------|---------------------------|-----------------------|
| Adult Employee - General Hand | 517.10 | 17.00 | 534.10 |
| Leading Hands - In charge of three or more employees - \$19.45 per week | | | |

| Junior Employees | % of Adult Rate |
|--------------------|-----------------|
| At 16 years of age | 60 |
| At 17 years of age | 70 |
| At 18 years of age | 80 |
| At 19 years of age | 90 |
| At 20 years of age | Adult rate |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|--------------------------------------|-----------------------|-----------------------|
| 1 | 14 | First-Aid per day | 1.85 | 1.90 |
| 2 | 17 (ii) | Travelling - meal each occasion | 7.30 | 7.50 |
| 3 | 17 (ii) | Travelling - Accommodation per night | 31.45 | 32.80 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 27th July 2005.

J. D. BACKMAN *J.*

Printed by the authority of the Industrial Registrar.

(471)

SERIAL C4075**MUSHROOM INDUSTRY EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (5) of clause 4, Wage Rates, of the award published 28 November 2003 (342 I.G. 153) and insert in lieu thereof the following:
 - (5) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Section 1 - Adult Employees of Table 1 - Rates of Pay, and Table 2 - Other Rates and Allowances of Part B, Monetary Rates and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates of Pay**

Section 1 - Adult Employees

| | Base Rate Per Week | Casual Hourly Base Rate | 15% Casual Leave Loading | One-Twelfth Annual Leave Loading | Total Casual Hourly Rate |
|--------------------------|-----------------------|----------------------------|-----------------------------|--|-----------------------------|
| | \$ | \$ | \$ | \$ | \$ |
| Farm Employee Level 1 | 505.30 | 13.30 | 2.00 | 1.28 | 16.58 |
| Farm Employee Level 2 | 534.10 | 14.06 | 2.11 | 1.35 | 17.52 |
| Farm Employee Level 3 | 549.00 | 14.45 | 2.17 | 1.39 | 18.01 |
| Farm Employee Level 4 | 557.30 | 14.67 | 2.20 | 1.41 | 18.28 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|---|-----------------------|
| 1 | 3(4) | Meal Allowance Working more than 1.5 hours overtime each additional 4 hours | 7.60 7.60 |
| 2 | 19(2) | First-Aid | 1.85 per day or shift |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 1 November 2005.

J. D. BACKMAN *J.*

Printed by the authority of the Industrial Registrar.

(378)

SERIAL C4074**HORTICULTURAL INDUSTRY (STATE) CONSOLIDATED AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete clause 6, Safety Net Commitments, of the award published 14 May 2004 (344 I.G. 412) and insert in lieu thereof the following:

6. Safety Net Commitments

The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (a) any equivalent over-award payments; and/or
- (b) award wage increases since 29 May 1991 other than safety net, State Wage Case increases and minimum rates adjustments.

2. Delete Part B, Monetary Rates, insert in lieu thereof and the following:

PART B**MONETARY RATES****Table 1 - Wage Rates****Section 1 - Adult Employees**

| Farm Employee | Wage Rate per week \$ | Ord. Time Base Hourly Rate \$ | Casual Ordinary Time Incl. 1/12 loading \$ | Casual Ordinary Time Saturday \$ | Casual Ordinary Time Sunday \$ |
|---------------|-----------------------------|-------------------------------------|---|---|---|
| Level 6 | 584.40 | 15.38 | 19.16 | 23.95 | 28.74 |
| Level 5 | 578.20 | 15.22 | 18.96 | 23.70 | 28.44 |
| Level 4 | 555.00 | 14.61 | 18.20 | 22.75 | 27.30 |
| Level 3 | 547.00 | 14.40 | 17.94 | 22.43 | 26.91 |
| Level 2 | 526.20 | 13.85 | 17.25 | 21.56 | 25.88 |
| Level 1 | 505.30 | 13.30 | 16.57 | 20.71 | 24.86 |

Section 2 - Leading Hands

| | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|--|-----------------------|-----------------------|
| More than 2 and not more than 10 employees | 24.40 per week | 25.15 per week |
| 10 or more employees | 36.60 per week | 37.70 per week |

Table 2 - Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC2005 Amount \$ |
|----------|------------|-------------------------------------|-----------------------|----------------------|
| 1 | 2(c) | Meal Allowance (per meal) | 9.75 | 10.05 |
| 2 | 22(b) | Sleeping away from home (per night) | 46.85 | 48.85 |
| 3 | 23(b) | Wet Money (per day) | 3.60 | 3.70 |
| 4 | 25 | First-Aid Allowance (per day) | 2.20 | 2.25 |

Note: These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 1st November 2005.

A. F. BACKMAN J.

Printed by the authority of the Industrial Registrar.

(340)

SERIAL C4073

FRUIT PACKING HOUSES EMPLOYEES (STATE) CONSOLIDATED AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (B) of clause 2, Rates of Pay, of the award published 10 November 2000 (320 I.G. 31) and insert in lieu thereof the following:
 - (B) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent over-award payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.

2. Delete Section 1 - Adult Employees, of Table 1 - Wages, and Table 2 - Other Rates and Allowances, of Part B, Monetary Rates, and insert in lieu thereof the following:

Section 1 - Adult Employees

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC2005 Amount \$ |
|---|-----------------------|---------------------------|----------------------|
| Senior Classer (dried fruits) (95%) | 538.40 | 17.00 | 555.40 |
| General Hand - Class (II) An employee whose duties include: classer (dried fruits), blender and/or Typer (dried fruits), weigher- in, sweat lumper (93%) | 530.00 | 17.00 | 547.00 |
| General Hand Class (I) ie. Packer (experienced), Packer, tray pack and cell pack, Grader or sorter, Pulling away from front door to stacks and/or from stacks to feeding hoppers, Dipper (hot), Cool Store Hand (i.e. a person who is engaged for at least 50 per cent of his/her time in any one day in cool store chamber), Employee bringing fruit from and putting fruit into cool store chambers, Handling and/or stacking 25kg to 27kg boxes, Repairing boxes, crates, sweats, cases or trays, Nailer down, Wirer, Operator - crimper machine, Operator of press (both ends), Operator of circular saw, Steaming and/or cleaning down machinery, Washing stacking loading and/or dipping sweat bowes, General Labourer not elsewhere classified (83%) | 488.30 | 17.00 | 505.30 |
| Boxmaker, Maintenance Worker in charge of machinery, Fork Lift Driver or driver of power trolley tow motor or other power-propelled vehicle, Boiler Attendant, Furnace Attendant (90.5%) | 519.60 | 17.00 | 536.60 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|--|--------------------|--------------------|
| 1 | 2(A)(ii) | Leading Hand- 3 to 8 employees | 16.20 p/wk | 16.70 p/wk |
| 2 | 2(A)(ii) | Leading Hand- 9 or more employees | 22.60 p/wk | 23.30 p/wk |
| 3 | 15 | Meal Allowance - 1 ½ hours overtime | 7.40 | 7.60 |
| 4 | 15 | Meal Allowance - Overtime notified but not required | 7.40 | 7.60 |
| 5 | 16(ii) | Travel Allowance- Overtime Stay | 64.20 | 66.95 |
| 6 | 16(ii) | Meal Allowance - Overnight Stay | 7.40 | 7.60 |
| 7 | 17 | Wet Work | 2.65 | 2.75 |
| 8 | 24(ii) | First -Aid | 1.70 | 1.75 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after the 26th July 2005.

A. F. BACKMAN J.

Printed by the authority of the Industrial Registrar.

(329)

SERIAL C4072**FISH AND FISH MARKETING (STATE) CONSOLIDATED AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (vi) of clause 3, Rates of Pay, of the award published 8 December 2000 (320 I.G. 1139) and insert in lieu thereof the following:
 - (vi) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates Of Pay**

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC 2005 Amount \$ |
|----------------------------------|-----------------------|---------------------------|-----------------------|
| Working Depot Foreperson 10+ | 568.90 | 17.00 | 585.90 |
| Working Depot Foreperson - other | 552.90 | 17.00 | 569.90 |
| Hands Unloading from boats | 533.00 | 17.00 | 550.00 |
| Fork Lift Operator | 524.20 | 17.00 | 541.20 |
| Recorder | 513.50 | 17.00 | 530.50 |
| General Hand | 503.10 | 17.00 | 520.10 |
| Process Worker | 490.40 | 17.00 | 507.40 |

Table 2 - Other Rates and Allowances

| Item No | Clause No | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|---------|-----------|---|-----------------------|-----------------------|
| 1 | 2(vii) | Hours (Change Of) | 9.05 per day | 9.30 per day |
| 2 | 3(iii) | Pulling Ice | 1.90 per day | 1.95 per day |
| 3 | 3(iv) | Selling Fish | 13.00 per week | 13.40 per week |
| 4 | 3(v) | Ice-making operator | 13.00 per week | 13.40 per week |
| 5 | 13 | Meal Allowance - more than one hour's Overtime | 8.95 per meal | 9.20 per meal |
| 6 | 13 | Meal Allowance - more than four hour's Overtime | 8.95 per meal | 9.20 per meal |
| 7 | 25 | First-Aid Allowance | 2.15 per day or shift | 2.20 per day or shift |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 26th July 2005.

A. F. BACKMAN J.

Printed by the authority of the Industrial Registrar.

DAIRYING INDUSTRY EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (f) of clause 3, Wages, of the award published 4 May 2001 (324 I.G. 474) and insert in lieu thereof the following:
 - (f) The rates of pay in this award include the adjustments payable under the State Case 2005. These adjustments may be offset against:
 - (i) any equivalent over-award payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Table 1 - Rates of Pay, Table 2 - Rates of Pay - Apprentices, and Table 5 - Other Rates and Allowances, of Part B, Monetary Rates and insert in lieu thereof the following:

Table 1 - Rates of Pay

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC 2005 Amount\$ |
|-------------------------------|-----------------------|---------------------------|----------------------|
| Support Operator - Grade 1 | 484.20 | 17.00 | 501.20 |
| General Operations - Grade 2 | 492.90 | 17.00 | 509.90 |
| Specialist Operator - Grade 3 | 561.20 | 17.00 | 578.20 |
| Senior Operator - Grade 4 | 607.70 | 17.00 | 624.70 |

Table 2 - Rates of Pay - Apprentices

| Apprentice - Rates of Pay Percentage of Specialist Operator Grade 3 - \$578.20 | | |
|---|-----|----------|
| 1st Year | 60% | \$346.90 |
| 2nd Year | 65% | \$375.80 |
| 3rd Year | 75% | \$433.70 |
| 4th Year | 85% | \$491.50 |

Table 5 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|--|-----------------------|-----------------------|
| 1 | 18 (b) | Meal Allowance | 7.30 p/meal | 7.50 p/meal |
| 2 | 18 (d) | Spending the night away from their homes/property on which they are employed | 40.60 p/night | 42.35 p/night |
| 3 | 18 (d) | Spending the night away from home/property were employed - apprentices | 34.80 p/night | 36.30 p/night |
| 4 | 3 (b) (iv) | Apprentices completing 3 years trade course | 0.60 p/wk | 0.62 p/wk |
| 5 | 18 (c) | Motor Vehicle Allowance | 0.43 per km | 0.44 per km |
| 6 | 19 (c) | First-aid allowance | 1.80 p/day | 1.85 p/day |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 1 November 2005.

A. F. BACKMAN *J.*

Printed by the authority of the Industrial Registrar.

(174)

SERIAL C4070**COTTON GROWING EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (3) of clause 2, Rates of Pay, of the award published 30 March 2001 (323 I.G. 565) and insert in lieu thereof the following:
 - (3) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates of Pay**

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC 2005 Amount \$ |
|---|--------------------------|------------------------------|--------------------------|
| Rural Tradesperson | 561.20 | 17.00 | 578.20 |
| Mechanical Equip. Operator - Lister Operator, Service Truck Operator, Laser Operator, Scraper Operator, Excavator Operator, Blade Operator, Backhoe Operator, Mobile Crane Operator, Crane Driver, Storeperson Grade 1, Picker Mechanic, Grader Operator. | 534.20 | 17.00 | 551.20 |
| Field Equipment Operator - who shall include but not be limited to - Module Builder Tractor Operator, Truck Driver, Syphon Forklift Operator, Picker Operator, Storeperson Grade 2, Front-end Loader Operator, Rotobuck Operator, Spray Operator, Gas-rig Sled Operator, Farm Welder, Bug Checker, Neutron Probe Operator, Irrigation Machinery Operator, Roller Operator | 512.10 | 17.00 | 529.10 |
| Stick Pickers and Chippers *Not engaged on a weekly basis refer Item 1 of Table 2 of Part B. | 467.40 | 17.00 | 484.40 |
| General Farm Hand - includes but not limited to Irrigation Harvest Ground Crew. | 484.10 | 17.00 | 501.10 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|--|--------------------------|--------------------------|
| 1 | 2(1)(c) | Stick Pickers and Chippers (including 15% casual loading at Clause 5 (2)) | 14.15 | 14.65 |
| | | Stick Pickers and Chippers engaged by the hour (including 15% casual loading at Clause 5 (2) and 1/12 holiday leave loading) | 15.32 | 15.88 |
| 2 | 2(1)(d) | Cooks - minimum rate per week | 584.55 | 601.55 |
| 3 | 2(1)(e) | Leading Hands per week | 21.60 | 22.25 |
| 4 | 17(3) | Meal Allowance | 9.45 | 9.75 |
| 5 | 21 | First-aid Allowance p/day or shift | 1.90 | 1.95 |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 26th July 2005.

J. D. BACKMAN J.

Printed by the authority of the Industrial Registrar.

(173)

SERIAL C4069**COTTON GINNING, &c., EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (3) of clause 2, Wages, of the award published 27 August 2004 (346 I.G. 138) and insert in lieu thereof the following:
- (3) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent over-award payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates of Pay**

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC2005 Amount \$ |
|--|--------------------------|------------------------------|-------------------------|
| Ginner | 561.20 | 17.00 | 578.20 |
| Gin Machinery Operator Category 1 - who shall include Trainee Ginner, Storeperson 1, Grader Operator, Hyster Operator, Maintenance Person | 534.20 | 17.00 | 551.20 |
| Gin Machinery Operator Category 2 - who shall include, but not be limited to, Gin Assistant, Head Press, Pressperson, Bale Loader Operator, Storeperson 2, Moon Buggy Operator, Trash Person, Roller Operator, Forklift Operator, Container Loader Operator, Mote Press Operator | 512.10 | 17.00 | 529.10 |
| General Hand, who shall include but not be limited to, Bag Person, Press Hand, Cleaners/Sweepers, Suction Operation, Yard Cleaners, Yard Crew, General Labourer, Feeder Operator, Book Person | 484.10 | 17.00 | 501.10 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|----------|------------|-------------------|-----------------------|-----------------------|
| 1 | 19(3) | Meal Allowance | 6.10 | 6.30 |
| 2 | 20(2) | First-aid | 1.90 per day/or shift | 1.95 per day/or shift |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the June 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 27th July 2005.

A. F. BACKMAN *J.*

Printed by the authority of the Industrial Registrar.

(050)

SERIAL C3957

BREEDING AND RAISING OF PIGS, &c., EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, an industrial organisation of employees.

(No. IRC 3587 of 2005)

Before The Honourable Justice Backman

21 July 2005

VARIATION

1. Delete subclause (i) of clause 3, Rates of Pay - Adults and Juniors, of the award published 20 July 2001 (326 I.G. 371) and insert in lieu thereof the following:
 - (i) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case increases and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Rates of Pay

| Classification | SWC 2004 Amount \$ | SWC 2005 Adjustment \$ | SWC 2005 Amount \$ |
|----------------------------------|-----------------------|---------------------------|-----------------------|
| Piggery Attendant Level 1 | 467.40 | 17.00 | 484.40 |
| Piggery Attendant Level 2 | 484.10 | 17.00 | 501.10 |
| Piggery Attendant Level 3 | 506.60 | 17.00 | 523.60 |
| Piggery Attendant Level 4 | 527.55 | 17.00 | 544.55 |
| Piggery Attendant Level 5 | 543.60 | 17.00 | 560.60 |
| Senior Piggery Attendant Level 1 | 561.20 | 17.00 | 578.20 |
| Senior Piggery Attendant Level 2 | 582.20 | 17.00 | 599.20 |

Table 2 - Other Rates and Allowances

| Item No | Clause No | Brief Description | SWC 2004 Amount \$ | SWC 2005 Amount \$ |
|---------|-----------|------------------------|-----------------------|-----------------------|
| 1 | 3(ii) | Leading Hand Allowance | 19.30 per week | 19.90 per week |
| 2 | 18(i) | Meal Allowance | 9.25 per meal | 9.55 per meal |
| 3 | 19 | First-Aid Allowance | 1.75 per day | 1.80 per day |

"Note": These allowances are contemporary for expense related allowances as at 30 March 2005 and for work related allowances are inclusive of adjustment in accordance with the 2005 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 1st October 2005.

A. F. BACKMAN *J.*

Printed by the authority of the Industrial Registrar.

(001)

SERIAL C4015**BUILDING AND CONSTRUCTION INDUSTRY (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete paragraph (a) of subclause 18.1 of 18, Classifications and Wage Rates, of the award published 31 August 2001 (327 I.G. 279), and insert in lieu thereof the following:

- (a) Wage Rates - New Classification Structure

Subject to subclause (c) of this clause, the following amounts shall be applied where appropriate for the purposes of the calculation of the hourly rate under 18.3 of this award.

| Classification | Weekly Rate \$ | Relativity % |
|--------------------------------------|-------------------|-----------------|
| Construction Worker Level 8 (CW8) | 682.60 | 125 |
| Construction Worker Level 7 (CW7) | 659.70 | 120 |
| Construction Worker Level 6 (CW6) | 638.90 | 115 |
| Construction Worker Level 5 (CW5) | 620.00 | 110 |
| Construction Worker Level 4 (CW4) | 599.20 | 105 |
| Construction Worker Level 3 (CW3) | 578.30 | 100 |
| Construction Worker Level 2 (CW2) | 559.60 | 96 |
| Construction Worker Level 1 (CW1(d)) | 546.20 | 92.4 |
| Construction Worker Level 1 (CW1(c)) | 534.60 | 90 |
| Construction Worker Level 1 (CW1(b)) | 526.20 | 88 |
| Construction Worker Level 1 (CW1(a)) | 513.70 | 85 |

| Old Wage Group | New Wage Group \$ | Hourly Rate \$ |
|---|----------------------|-------------------|
| Carpenter Diver | CW8 | 25.13 |
| Foreperson (as defined) | CW8 | 22.04 |
| Sub Foreperson | CW7 | 20.83 |
| Carver | CW5 | 18.24 |
| Special Class Tradesperson (Carpenter and/or Joiner, Stonemason) | CW5 | 18.24 |
| Special Class Tradesperson (Plasterer) | CW5 | 18.13 |
| Special Class Tradesperson (Bricklayer) | CW5 | 18.06 |
| Marker or Setter Out (Artificial Stoneworker, Stonemason, Bridge and Wharf Carpenter, Carpenter and/or Joiner, Marble and, Slateworker) | CW4 | 17.68 |
| Marker or Setter Out (Caster, Fixer, Floorlayer Specialist, Plasterer) | CW4 | 17.57 |
| Marker or Setter Out (Bricklayer, Tiler, Hard Floor Coverer) | CW4 | 17.50 |
| Marker or Setter Out (Roof Tiler, Slate Ridger or Roof Fixer) | CW4 | 17.38 |
| Marker or Setter Out (Painter) | CW4 | 17.21 |
| Letter Cutter | CW4 | 17.68 |
| Signwriter | CW4 | 17.21 |
| Artificial Stoneworker, Carpenter and/or Joiner, Bridge and | CW3 | 17.11 |

| | | |
|---|--------|-------|
| Wharf Carpenter, Marble and Slate Worker, Stonemason | | |
| Caster, Fixer, Floorlayer Specialist, Plasterer | CW3 | 17.00 |
| Bricklayer, Tilelayer | CW3 | 16.93 |
| Roof Tiler, Slate Ridger, Roof Fixer | CW3 | 16.81 |
| Painter | CW3 | 16.64 |
| Shophand | CW3 | 16.49 |
| Quarryworker | CW3 | 16.49 |
| Labourer (1) - Rigger, Dogger | CW3 | 16.49 |
| Machinist | CW3 | 16.49 |
| Labourer (2) - Scaffolder (as defined), Powder Monkey, Hoist or Winch Driver, Foundation Shaftworker (as defined), Steel Fixer including Tack Welder, Concrete Finisher (as defined) | CW2 | 15.99 |
| Labourer (3) - Trades labourer, Jack Hammerman, Mixer Driver (concrete), Gantry Hand or Crane Hand, Crane Chaser, Cement Gun Operator, Concrete Cutting or Drilling Machine Operator, Concrete Gang including Concrete Floater (as defined), Roof Layer (malthoid or similar material), Dump Cart Operator, Concrete Formwork stripper, Mobile Concrete Pump Hoseman or Line Hand | CW1(d) | 15.62 |
| Plasterer's Assistant | CW1(d) | 15.62 |
| Terrazzo Assistant | CW1(d) | 15.62 |
| Labourer (4) - Builders Labourer other than as specified herein) | CW1(c) | 15.31 |

2. Delete paragraph (f) of subclause 18.1 of the said clause 18, and insert in lieu thereof the following:

(f) The rates of pay in this award include the adjustments payable under State Wage Case 2005. These adjustments may be offset against:

- (i) any equivalent overaward payments and/or
- (ii) award wage increases since 29 May, 1991 other than Safety Net, State Wage Case and minimum rates adjustments.

3. Delete subparagraphs 18.1.2.1, 18.1.2.2 and 18.1.2.3 of paragraph 18.1.2 Wage Rates - Apprentices, of the said clause 18, and insert in lieu thereof the following:

18.1.2.1 Carpenters, Joiners, Bricklayers, Painters, etc., Plasterers, etc., Roof Tilers, Fibrous Plasterer, Plasterboard Fixer, Stonemasons, Tilelayers, Floorlaying.

(i) Indentured Apprentice - The minimum rates of wages for four-year apprentices shall be as follows:

| | Base Rate Per Week | Industry Allowance Per Week | Special Allowance Per Week | Total Per Week |
|----------|--------------------|-----------------------------|----------------------------|----------------|
| | \$ | \$ | \$ | \$ |
| 1st year | 192.20 | 21.70 | 17.10 | 231.00 |
| 2nd year | 280.70 | 21.70 | 25.30 | 327.70 |
| 3rd year | 371.90 | 21.70 | 32.50 | 426.10 |
| 4th year | 435.70 | 21.70 | 38.70 | 496.10 |

(ii) Trainee Apprentice

| | Base Rate Per Week | Industry Allowance Per Week | Special Allowance Per Week | Total Per Week |
|----------|--------------------|-----------------------------|----------------------------|----------------|
| | \$ | \$ | \$ | \$ |
| 1st year | 215.80 | 21.70 | 18.40 | 255.90 |
| 2nd year | 315.40 | 21.70 | 27.80 | 364.90 |
| 3rd year | 409.10 | 21.70 | 35.30 | 466.10 |
| 4th year | 459.50 | 21.70 | 40.10 | 521.30 |

18.1.2.2 Civil Engineering Construction Carpenters:

| | Base Rate Per Week | Industry Allowance Per Week | Special Allowance Per Week | Total Per Week |
|----------|--------------------|--------------------------------|-------------------------------|----------------|
| | \$ | \$ | \$ | \$ |
| 1st year | 234.10 | 21.70 | 20.00 | 275.80 |
| 2nd year | 333.80 | 21.70 | 28.10 | 383.60 |
| 3rd year | 413.90 | 21.70 | 35.30 | 470.90 |
| 4th year | 490.10 | 21.70 | 41.40 | 553.20 |

18.1.2.3 Pilot Three Year Bricklayers' Course

- (a) These rates apply to apprentices who are engaged through the Master Builders' Association of New South Wales and the Housing Industry Group Apprenticeship Schemes and who are enrolled or to be enrolled in the pilot three year Technical and Further Education course.
- (b) These rates shall also apply whilst the apprentice is attending college in the following fashion:
- Year I - First 8 weeks - full time at 35 hours per week 28 weeks - 1 day per week
- Year II - 36 weeks - 1 day per week
- (c) The above provisions relating to the pilot bricklayers course, the course itself, and the rates herein prescribed shall only apply to employed apprentices.
- (d) Leave is reserved in relation to the payment applicable during attendance at college for the advanced modules (30 weeks - 1 day per week, i.e. 6 x 40 hour modules) for those apprentices who have successfully completed the requirements of year II.
- (i) Indentured Apprentices:

The minimum rate of wages for three year apprentice bricklayers shall be as follows:

| | Base Rate Per Week | Industry Allowance Per Week | Special Allowance Per Week | Total Per Week |
|----------------|--------------------|--------------------------------|-------------------------------|----------------|
| | \$ | \$ | \$ | \$ |
| 1st year | | | | |
| 1st six months | 188.00 | 21.70 | 16.80 | 226.50 |
| 2nd six months | 273.60 | 21.70 | 24.80 | 320.10 |
| 2nd year | 362.60 | 21.70 | 31.90 | 416.20 |
| 3rd year | 425.30 | 21.70 | 37.90 | 484.90 |

- (ii) Trainee Apprentices:

The minimum rate of wages for three year apprentice bricklayers shall be as follows:

| | Base Rate Per Week | Industry Allowance Per Week | Special Allowance Per Week | Total Per Week |
|----------------|--------------------|--------------------------------|-------------------------------|----------------|
| | \$ | \$ | \$ | \$ |
| 1st year | | | | |
| 1st six months | 204.90 | 21.70 | 18.00 | 244.60 |
| 2nd six months | 298.70 | 21.70 | 27.30 | 347.70 |
| 2nd year | 387.70 | 21.70 | 34.60 | 444.00 |
| 3rd year | 435.30 | 21.70 | 39.30 | 496.30 |

4. Delete paragraph 18.1.3 Adult Apprentices, of the said clause 18, and insert in lieu thereof the following:

18.1.3 Adult Apprentices

Definition - An adult apprentice means an employee engaged as an apprentice who at the time of apprenticeship is of or above the age of 21 years.

18.1.3.1 Carpenters, Joiners, Bricklayers, Painters, etc., Plasterers, etc., Roof Tilers, Fibrous Plasterer, Plasterboard Fixer, Stonemasons, Tilelayers, Floorlaying

(i) Indentured Apprentices:

| | Base Rate Per Week | Industry Allowance Per Week | Special Allowance Per Week | Total Per Week |
|----------|--------------------|-----------------------------|----------------------------|----------------|
| | \$ | \$ | \$ | \$ |
| 1st year | 318.60 | 21.70 | 17.10 | 357.40 |
| 2nd year | 318.60 | 21.70 | 25.30 | 365.60 |
| 3rd year | 376.60 | 21.70 | 32.50 | 430.80 |
| 4th year | 438.60 | 21.70 | 38.70 | 499.00 |

(ii) Trainee Apprentices:

| | Base Rate Per Week | Industry Allowance Per Week | Special Allowance Per Week | Total Per Week |
|----------|--------------------|-----------------------------|----------------------------|----------------|
| | \$ | \$ | \$ | \$ |
| 1st year | 318.60 | 21.70 | 18.40 | 358.70 |
| 2nd year | 321.30 | 21.70 | 27.80 | 370.80 |
| 3rd year | 413.20 | 21.70 | 35.30 | 470.20 |
| 4th year | 461.90 | 21.70 | 40.10 | 523.70 |

18.1.3.2 Civil Engineering Construction Carpenters - for adult apprentices the minimum rates shall be as follows:

| | Base Rate Per Week | Industry Allowance Per Week | Special Allowance Per Week | Total Per Week |
|----------|--------------------|-----------------------------|----------------------------|----------------|
| | \$ | \$ | \$ | \$ |
| 1st year | 318.60 | 21.70 | 20.00 | 360.30 |
| 2nd year | 337.80 | 21.70 | 28.10 | 387.60 |
| 3rd year | 417.90 | 21.70 | 35.30 | 474.90 |
| 4th year | 491.50 | 21.70 | 41.40 | 554.60 |

5. Delete the table appearing in subclause 18.4 Leading hands, of the said clause 18, and insert in lieu thereof the following:

| Item No. | Description | Weekly Base \$ | Amount per hour \$ |
|----------|---|----------------|--------------------|
| (i) | In charge of not more than 1 person | 13.90 | 0.38 |
| (ii) | In charge of 2 and not more than 5 persons | 30.60 | 0.83 |
| (iii) | In charge of 6 and not more than 10 persons | 39.00 | 1.06 |
| (iv) | In charge of more than 10 persons | 52.00 | 1.41 |

6. Delete the amount "67 cents" in subclause 18.5 Carpenter - Diver allowance, of the said clause 18, and insert in lieu thereof the following:

"69 cents"

7. Delete the table in subclause 18.7 Foreperson and Sub Foreperson Allowances, of the said clause 18, and insert in lieu thereof the following:

| Classification | Per Week \$ |
|-------------------------|----------------|
| Foreperson (as defined) | 77.10 |
| Sub-Foreperson | 55.50 |

8. Delete the table in paragraph 18.8.2 Refractory bricklaying allowance, of the said clause 18, and insert in lieu thereof the following:

| Classification | Per hour \$ |
|-----------------------------------|----------------|
| Refractory Bricklayer | \$1.51 |
| Refractory Bricklayer's Assistant | \$1.30 |

9. Delete the amount of "\$21.10" appearing in subclause 24.1, Industry Allowance, of clause 24, Allowances, and insert in lieu thereof the following:

"\$21.70"

10. Delete the amounts of "\$10.32" and "\$2.06" appearing in subclause 24.2, Underground Allowance, of the said clause 24, and insert in lieu thereof the following amounts "\$10.63" and "\$2.12" respectively.

11. Delete the table appearing in paragraph 24.5.3 of subclause 25.5 Multi-story allowance, of the said clause 24, and insert in lieu thereof the following:

| Floor Levels | Amount per hour extra \$ |
|--|-----------------------------|
| From commencement of building to fifteenth floor level | 0.39 |
| From sixteenth floor level to thirtieth floor level | 0.47 |
| From thirty-first floor level to forty-fifth floor level | 0.73 |
| From forty-sixth floor level to sixtieth floor level | 0.94 |
| From sixty-first floor level onwards | 1.17 |

12. Delete the table appearing in subclause 25.5 Swing Scaffold, of clause 25, Special Rates, and insert in lieu thereof the following:

| Height of Bracing | First Four Hours \$ | Each additional Hour \$ |
|--|------------------------|----------------------------|
| 0 - 15 storeys | 3.55 | 0.73 |
| 16 - 30 storeys | 4.58 | 0.95 |
| 31 - 45 storeys | 5.41 | 1.10 |
| 46 - 60 storeys | 8.87 | 1.83 |
| greater than 60 storeys | 11.31 | 2.34 |
| solid plasterers when working off a swing scaffold | 0.11 per hour | |

13. Delete the table appearing in subclause 25.15 Heavy Blocks, of the said clause 25, and insert in lieu thereof the following:

| | Amount per hour \$ |
|---|-----------------------|
| Where the blocks weigh over 5.5 kg and under 9 kg | 0.49 p/h |
| Where the blocks weigh 9 kg or over up to 18 kg | 0.89 p/h |
| Where the blocks weigh over 18 kg | 1.25 p/h |

14. Delete the table appearing in subclause 25.41 Table of Special Rates, of the said clause 25, and insert in lieu thereof the following:

| Item No. | Clause No. | Description | Amount \$ |
|----------|------------|---|----------------------|
| 1 | 25.1 | Insulation Work | 0.61 p/h |
| 2 | 25.2 | Hot Work Between 46° and 54° Beyond 54° | 0.49 p/h 0.61 p/h |
| 3 | 25.3 | Cold Work | 0.49 p/h |
| 4 | 25.4 | Confined Space | 0.61 p/h |
| 5 | 25.6 | Explosive Powered tools | 1.16 p/d |
| 6 | 25.7 | Wet Work | 0.49 p/h |
| 7 | 25.8 | Dirty Work | 0.49 p/h |
| 8 | 25.9 | Towers Allowance Work above 15 metres Each further 15 metres | 0.49 p/h 0.49 p/h |
| 9 | 25.10 | Toxic Substances Using toxic substances In close proximity | 0.61 p/h 0.49 p/h |
| 10 | 25.12 | Materials containing asbestos | 0.61 p/h |
| 11 | 25.13 | Furnace Work | 1.30 p/h |
| 12 | 25.14 | Acid Work | 1.30 p/h |
| 13 | 25.16 | Cleaning down brickwork | 0.44 p/h |
| 14 | 25.17 | Bagging | 0.44 p/h |
| 15 | 25.18 | Bitumen Work | 0.61 p/h |
| 16 | 25.19 | Plaster or composition spray | 0.49 p/h |
| 17 | 25.20 | Slushing | 0.49 p/h |
| 18 | 25.21 | Dry polishing of tiles | 0.61 p/h |
| 19 | 25.22 | Cutting tiles | 0.61 p/h |
| 20 | 25.23 | Second hand timber | 1.93 p/d |
| 21 | 25.24 | Roof repairs -Employees other than slaters and roof tilers | 0.61 p/h |
| 22 | 25.24(i) | Roof Repairs - Slaters and roof tilers Height over 15 metres | 0.44 p/h |
| | 25.24(ii) | 35° pitch 40° pitch | 0.61 p/h 0.89 p/h |
| 23 | 25.25 | Computing quantities | 3.55 p/d |
| 24 | 25.26 | Height work - painting tradespersons | 0.44 p/h |
| 25 | 25.27 | Height work - bridge and wharf carpenters 8 metres from ground, deck, etc. Each additional 3 metres | 0.49 p/h 0.10 p/h |
| 26 | 25.28 | Grindstone Allowance | 5.22 p/w |
| 27 | 25.31 | Certificate Allowance | 0.49 p/h |
| 28 | 25.32 | Spray Application - painters | 0.49 p/h |
| 29 | 25.33 | Cutting bricks | 0.61 p/h |
| 30 | 25.34(a) | District Allowances Districts west and north Western Division | 0.72 p/d 1.18 p/d |
| 31 | 25.34(b) | District Allowances NSW border to Dalgety | 1.18 p/d |
| 32 | 25.34(c) | District Allowances Road and bridge construction and repair | 0.37 p/d |
| 33 | 25.35 | Pneumatic tools - stonemason | 2.67 p/d |
| 34 | 25.36 | Asbestos Eradication | 1.64 p/h |
| 35 | 25.37 | Laser safety officer | 2.03 p/d |
| 36 | 25.38 | Illawarra road and general construction | 0.49 p/h |
| 37 | 25.39 | Suspended Perimeter Work Platform | 0.75 p/h |

| | | | |
|----|-------|-----------------------------------|--------------------|
| 38 | 25.40 | Labourers on refractory brickwork | 3.66 per call back |
| 39 | 25.41 | First Aid Allowances | |
| | | Minimum qualification | 2.09 p/d |
| | | Higher qualification | 3.29 p/d |

15. This variation shall take effect from the beginning of the first pay period to commence on or after 10 July 2005.

T. M. KAVANAGH J.

Printed by the authority of the Industrial Registrar.

(058)

SERIAL C4016**BUILDING EMPLOYEES MIXED INDUSTRIES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete subclause 16.8 of clause 16, Wages, of the award published 16 November 2001 (329 I.G. 577), and insert in lieu thereof the following:
 - 16.8 The rates of pay in this award include adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wages**

| | Base Rate | Supplementary payment | SWC Adjustments | Tool Allowance | Ordinary Weekly Rate |
|--|-----------|-----------------------|-----------------|----------------|----------------------|
| | \$ | \$ | \$ | \$ | \$ |
| Carpenters & Joiners | 367.30 | 38.20 | 153.00 | 22.70 | 581.20 |
| Bricklayers | 367.30 | 38.20 | 151.00 | 16.00 | 572.50 |
| Plumbers including: Gasfitters & Drainers | 369.60 | 38.00 | 153.00 | 22.70 | n/a |
| Painters, Including: Signwriters Marblers, Grainers & Artworkers | 367.30 | 38.00 | 153.00 | 5.50 | n/a |

Builders Labourer

| Classification | Previous Ordinary Weekly Rate \$ | SWC Adjustments \$ | Current Ordinary Weekly Rate \$ |
|---|-------------------------------------|-----------------------|------------------------------------|
| 1. Rigger, Dogger | 431.40 | 84.00 | 515.40 |
| 2. Scaffolder (as defined), powder monkey hoist or winch driver, foundation shaftperson (as defined), concrete finisher (as defined), steel fixer including tack welder | 420.20 | 84.00 | 504.20 |
| 3. Bricklayer's labourer, plasterer's labourer, assistant rigger (as defined), assistant powder monkey (as defined) demolition work (after 3 months experience) gear hand, pile driver (concrete), hammerperson, mixer driver (concrete), steel erector, aluminium alloy structural erectors, (whether pre-fabricated or otherwise), gantry hand or crane hand, crane chaser, cement gun operator, concrete cutting or drilling machine operator, concrete gang including concrete floater (as defined), roof layer (malthoid or similar material) dump cart operator, under pinner, steel or bar bender to pattern or plan, concrete formwork stripper | 408.00 | 84.00 | 492.00 |
| 4. Builder's labourer employed on work other than that specified in (1) to (3) hereof | 384.20 | 84.00 | 468.20 |

Apprentices

Carpenters/Joiners/Bricklayers/Painters

| | Indentured \$ | Trainees \$ |
|----------|------------------|----------------|
| 1st Year | 193.00 | 216.40 |
| 2nd Year | 282.20 | 316.70 |
| 3rd Year | 373.70 | 410.60 |
| 4th Year | 436.90 | 461.20 |

Plumbers

| | \$ | \$ |
|----------|--------|--------|
| 1st Year | 194.80 | 220.00 |
| 2nd Year | 284.70 | 320.00 |
| 3rd Year | 375.00 | 413.90 |
| 4th Year | 441.10 | 465.70 |

Table 2 - Allowances

| Item | Clause | Description | Amount \$ |
|------|--------|--|----------------|
| 1 | 16.1 | Tool Allowance | 22.70 per week |
| | 16.1 | Carpenter/Joiner | 16.00 per week |
| | 16.2 | Bricklayer | 22.70 per week |
| 2 | 16.3 | Plumber | 5.50 per week |
| | 16.4 | Painter Plumber - Registration Allowance Adjustments | 0.50 per hour |

| | | | |
|--|-----------|---|---|
| | 16.2.2 | Ships Plumber | 0.25 per hour |
| | 16.2.3 | Drainer (amount to be deducted) | 0.05 per hour |
| | 16.3.2 | Signwriter | 0.39 per hour |
| | 16.3.3 | Marbler and Grainer | 0.39 per hour |
| | 16.3.4 | Ship Painter | 0.32 per hour |
| | 16.3.5 | Casual Ships Painter | 12.43 per day |
| | 16.3.6 | Signwriter, Grainer, Gilder on Ship work | 0.68 per hour |
| | 16.3.7(a) | Artworker Grade 2 | 0.38 per hour |
| | 16.3.7(b) | Artworker Grade 1 | 0.70 per hour |
| All Employees | | | |
| 3 | 17.2.1 | Insulation | 0.61 per hour |
| 4 | 17.2.2 | Hot Work between 46 and 54 degrees exceeding 54 degrees | 0.49 per hour 0.61 per hour |
| 5 | 17.2.3 | Cold Work | 0.49 per hour |
| 6 | 17.2.4 | Confined Spaces | 0.61 per hour |
| 7 | 17.2.5 | Swing Scaffold first four hours every hour after | 3.55 0.69 per hour |
| 8 | 17.2.6 | Wet Work | 0.49 per hour |
| 9 | 17.2.7 | Dirty Work | 0.49 per hour |
| 10 | 17.2.8 | Towers Allowance above 15 meters in height each additional 15 meters | 0.49 per hour 0.49 per hour |
| 11 | 17.2.9 | Toxic Substances preparation and application when air conditioning plant not operating Close Proximity to employees so engaged | 0.61 per hour 0.39 per hour 0.49 per hour |
| 12 | 17.2.11 | Computing Quantities All Trades except Plumbers Plumbers | 3.55 per day 0.49 per hour |
| 13 | 17.2.12 | Asbestos Eradication | 1.64 per hour |
| Carpenters, Joiners and Bricklayers Only | | | |
| 14 | 17.3.1 | Roof Work | 0.61 per hour |
| 15 | 17.3.2 | Ship Repair | 11.92 per week |
| 16 | 17.3.3 | Second Hand Timber | 1.93 per day |
| 17 | 17.3.4 | Acid Work | 1.30 per hour |
| 18 | 17.3.5 | Cleaning Down Brick Work | 0.44 per hour |
| 19 | 17.3.6 | Bagging | 0.44 per hour |
| 20 | 17.3.7 | Brick Cutting Machine | 0.61 per hour |
| 21 | 17.3.8 | Heavy Blocks weighting over 5.5 kg and under 9 kg weighting over 9 kg and under 18 kg weighting over 18 kg | 0.49 per hour 0.89 per hour 1.25 per hour |
| Carpenters, Joiners, Bricklayers and Painters | | | |
| 22 | 17.4.1 | Tunnel and Shaft | 0.61 per hour |
| 23 | 17.4.2 | Furnace Work | 1.30 per hour |
| 24 | 17.4.3 | Explosive Power Tools | 1.16 per hour |
| Plumbers Only | | | |
| 25 | 17.5.1 | Chokages | 5.59 per day |
| 26 | 17.5.2 | WC's Urinals | 0.61 per hour |
| 27 | 17.5.3 | Height Work | 0.49 per hour |
| 28 | 17.5.4 | Lead Burner Lead Burner in Chemical Works Oxyacetelyne or Electric Welding Certificate Welding in Compliance with AS4041-1998 | 0.62 per hour 0.82 per hour 0.44 per hour 0.64 per hour Min per day \$ 4.97 |

| | | | |
|---------------------------|-----------------------------|---|--|
| | | Welding other than under 17.5.4(c) | 0.12 per hour |
| 29 | 17.5.5 | Using or in close proximity to Asbestos | 0.61 per hour |
| 30 | 17.5.6 | Slaughter Yards | 1.16 per hour |
| 31 | 17.5.7 | Roof Work | 0.68 per hour |
| 32 | 17.5.8 | Use of Licences Plumber's Licence Gasfitter's Licence Drainer's Licence Plumber's and Drainer's Licence Plumber's and Gasfitter's Licence Gasfitter and Drainers Licence | 0.75 per hour 0.75 per hour 0.65 per hour 1.01 per hour 1.01 per hour 1.40 per hour |
| 33 | 17.5.9 (a) (b) (c) | District Allowance | 0.80 per hour 1.30 per hour 1.30 per hour |
| Ship Plumbers | | | |
| 34 | 17.6.1 | Ballast and Oil Tanks | 0.61 per hour |
| 34 | 17.6.2 | Bilges | 0.44 per hour |
| 38 | 17.6.3 | Diesel Engines | 0.44 per hour |
| Painters | | | |
| 37 | 17.7.2 | Height Work | 0.44 per hour |
| 38 | 17.7.3 | Use of Rigging or Scaffold Certificate | 0.49 per hour |
| 39 | 17.7.4 | Spray Allowance | 0.49 per hour |
| 40 | 17.7.5 | Power Tools | 0.49 per hour |
| Builders Labourers | | | |
| 41 | 16.4.2 | Builders Labourer engaged on maintenance | 12.91 per week |
| | 16.4.3 | Builders Labourer other than on maintenance | 8.65 per week |
| 42 | 17.8.1 | Work on Acid Resistant Brick Work | 0.46 per hour |
| | 17.8.2 | Boilers, furnaces, Kilns, etc | 0.46 per hour |
| 43 | 17.9.1 | Apprentices use of Rigging or Scaffold Certificate | 0.49 per hour |
| 44 | 18 | Leading Hand Carpenters and Bricklayers In charge of: not more than 1 person more than 2 but not more than 5 persons more than 5 but not more than 10 persons more than 10 persons Plumbers In charge of: up to 2 journeypersons 3 to 5 journey persons 5 to 10 journeypersons over 10 journeypersons | Per week 13.90 per week 30.60 per week 39.00 per week 52.00 per week 0.66 per hour 0.79 per hour 1.01 per hour 1.30 per hour |
| | | Painters In charge of: 1 to 5 journeypersons (and/or apprentices) 6 to 15 journeypersons (and/or apprentices) more than 15 journeypersons (and/or apprentices) Builders' Labourers In charge of not less than 2 nor more than 5 persons not less than 5 nor more than 10 persons more than 10 persons | 6.13 per day 7.65 per day 10.46 per day 25.30 per week 31.70 per week 42.80 per week |
| 45 | 20.3.2 | Ships Work - Special Places | 0.44 per hour |
| 46 | 20.3.3 | Insulations with granulated cork | 0.44 per hour |
| 47 | 20.4 | Removal Bitumous Compounds | 0.44 per hour |

| | | | |
|----|--------------------------------|--|--------------------------------------|
| 48 | | Industry Allowance | 21.70 |
| 49 | 15.2 | Overtime Meal Allowance | 10.20 per meal |
| 50 | 22.3.1(b) | Living Away from Home - Weekly | 348.10 per week |
| 51 | 22.3.1(c) | Living Away from Home - Daily | 49.80 per day |
| 52 | 22.4.1(a)(iii) 22.4.1(b)(i) | Travel Expenses - Meal Return Journey | 10.20 per meal 16.60 per occasion |
| 54 | 22.6.5 | Weekend Return Home | 28.00 per occasion |
| 55 | 24.1.1 | First Aid Allowance | 2.03 per day |
| 56 | 26.2.1 | Loss of Tools and Clothing | 1315.00 |

3. This variation shall take effect from the beginning of the first pay period to commence on or after 10 July 2005.

T. M. KAVANAGH J.

Printed by the authority of the Industrial Registrar.

(354)

SERIAL C4017**GLASS WORKERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete subclauses (3), (9), (11) and (12) of clause 51, Wages, of the award published 20 April 2001 (324 I.G. 84) and insert in lieu thereof the following:
 - (3) The rates of pay in this award include the adjustment payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.

Junior Employees -

- (9) The minimum rate of pay for a junior employee shall be the percentage indicated below of the minimum rate of pay for the Level 3 (which includes the award rate of pay for that classification plus the special loading):

| | Percentage | From the first full pay period commencing on or after 11 July 2005 \$ |
|---------------------------------------|------------|--|
| At 16 years and under 17 years of age | 50 | 306.10 |
| At 17 years and under 18 years of age | 60 | 367.30 |
| At 18 years and under 19 years of age | 75 | 459.10 |
| At 19 years and under 20 years of age | 90 | 551.00 |

Provided that all employees other than apprentices shall be paid the full adult rates of pay for the classification appropriate to their level of competency plus the special loading upon attaining the age of twenty years.

An Automotive Glass Fitter (as defined) shall, upon reaching the age of 20 years, have deducted from the employee's two year probationary period the time spent engaged as a Junior Automotive Glass Fitter.

Minor Apprentices -

- (11) The rate for minor apprentices is calculated by adding together the award rate for an adult employee classified at Level 5 and the special loading, and then applying the appropriate percentage shown below:

| | Percentage | From the first full pay period commencing on or after 11 July 2005 \$ |
|----------|------------|--|
| 1st year | 50 | 334.40 |
| 2nd year | 65 | 434.70 |

| | | |
|----------|----|--------|
| 3rd year | 80 | 535.00 |
| 4th year | 90 | 601.90 |

Adult Apprentices -

- (12) The rate for adult apprentices is calculated by adding together the award rate for an adult employee classified at Level 5 and the special loading, and then applying the appropriate percentage shown below:

| | | |
|----------|------------|--|
| | Percentage | From the first full pay period commencing on or after 11 July 2005 \$ |
| 1st year | 85 | 568.50 |
| 2nd year | 90 | 601.90 |
| 3rd year | 95 | 635.35 |

2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wage Rates**

| Competency Level | SWC 2005 \$17 Increase |
|------------------|------------------------|
| One | 496.80 |
| Two | 520.50 |
| Three | 531.00 |
| Four | 535.30 |
| Five | 587.60 |
| Six | 612.10 |
| Seven | 634.70 |

NOTE: The award rates of pay do not include the special loading set out in clause (51)(2).

Table 2 - Other Rates and Allowances

Work Related Allowances

1. Call Out and Availability Allowance (Clause 10)

- (i) \$20.30
- (ii) \$68.70
- (iii) \$77.10
- (iv) \$85.70

2. Leading Hand (Clause 51)

- (i) 2 and up to 5 employees \$5.11
- (ii) 5 and up to 10 employees \$6.42
- (iii) more than 10 employees \$8.60

3. Construction Work (Clause 15)

- (i) per day \$4.32
- (ii) per week \$21.60

4. Special Loading \$81.19 (Clause 51)

Expense Related Allowances

5. Meal Allowance (Clause 29)

- (i) \$10.80
- (ii) \$10.80

6. Country Work (Clause 17)

- (i) \$13.60
- (ii) \$61.20
- (iii) \$17.10

7. Compensation for Clothes & Tools (Clause 14)

\$1,315.00

8. Tool Allowance (Clause 49)

- (i) \$5.50 per week
- (ii) \$5.50 per week

9. Car Allowance per km (Clause 11)

\$0.75

10. First Aid Allowance (Clause 20)

\$2.24 per day

General Conditions (Clause 21)

11. Work at Height (Clause 21(1))

- (i) \$2.86
- (ii) \$2.86
- (iii) \$5.12
- (iv) \$9.65
- (v) \$3.28
- (vi) \$2.86
- (vii) \$2.50
- (viii) \$5.12
- (ix) \$9.65

12. Multi-storey Allowance (Clause 21(2))

- (i) \$0.37
- (ii) \$0.44
- (iii) \$0.69
- (iv) \$0.90
- (v) \$1.11

13. General (clause 21(3))

- (i) \$0.46
- (ii) \$0.57
- (iii) \$0.46 between 46°C and 54°C/\$0.55 exceeding 54°C

- (iv) \$0.46
 - (v) \$0.57
 - (vi) \$0.46
14. Collecting Monies (clause 21(3))
- (i) \$7.47
3. This variation shall take effect from the beginning of the first pay period to commence on or after 11 July 2005.

T. M. KAVANAGH J.

Printed by the authority of the Industrial Registrar.

(046)

SERIAL C4018**JOINERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete subclause (9.3) of clause 9, Rates of Pay, of the award published 26 October 2001 (328 I.G. 1142) and insert in lieu thereof the following:
 - (9.3) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wages**

| Broadbanded Group | Percentage | Former Weekly Rate \$ | State Wage Case 2001-2005 Adjustment \$ | New Weekly Rate \$ |
|-------------------|------------|--------------------------|--|-----------------------|
| Group 7 | 110 | 533.90 | 86.00 | 619.90 |
| Group 6 | 105 | 513.10 | 86.00 | 599.10 |
| Group 5 | 100 | 492.20 | 86.00 | 578.20 |
| Group 4 | 92.4 | 460.50 | 64.00 | 544.50 |
| Group 3 | 87.4 | 439.60 | 64.00 | 523.60 |
| Group 2 | 82 | 417.00 | 64.00 | 501.00 |
| Group 1 | 78 | 400.40 | 64.00 | 484.40 |

Rates of Pay - Junior Employees who work in association with adult employees:

| Age | Base Rate Per Week \$ | Industry Allowance Per Week \$ | Amount Per Week \$ |
|--------------------|--------------------------|-----------------------------------|-----------------------|
| At 16 years of age | 198.50 | 21.70 | 220.20 |
| At 17 years of age | 242.90 | 21.70 | 264.60 |
| At 18 years of age | 286.40 | 21.70 | 308.10 |
| At 19 years of age | 352.70 | 21.70 | 374.40 |
| At 20 years of age | 396.90 | 21.70 | 418.60 |

Rates of Pay - Indentured Apprentices

| Age | Base Rate Per Week \$ | Industry Allowance Per Week \$ | Amount Per Week \$ |
|----------|-----------------------------|--------------------------------------|--------------------------|
| 1st year | 214.10 | 21.70 | 235.80 |
| 2nd year | 290.20 | 21.70 | 311.90 |
| 3rd year | 379.90 | 21.70 | 401.60 |
| 4th year | 461.30 | 21.70 | 483.00 |

Rates of Pay - Trainee Apprentices

| Age | Base Rate Per Week \$ | Industry Allowance Per Week \$ | Amount Per Week \$ |
|----------|-----------------------------|--------------------------------------|--------------------------|
| 1st year | 239.50 | 21.70 | 261.20 |
| 2nd year | 322.00 | 21.70 | 343.70 |
| 3rd year | 416.90 | 21.70 | 438.60 |
| 4th year | 486.90 | 21.70 | 508.60 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|--------------|--|---|
| 1. | 9.4 | Leading Hands In charge of not more than 1 person In charge of 2 and not more than 5 persons In charge of 6 and not more than 10 persons In charge of more than 10 persons | 13.90 per week 30.60 per week 39.00 per week 52.00 per week |
| 2. | 17 | Industry Allowance | 21.70 per week |
| 3. | 18.1 | Tool Allowance: Carpenter and/or Joiner, Shopfitter or Shopfitter and Joiner Carpenter and Joiner Joiner Special Class Joiner - Setter Out Joiner Assembler A | 22.70 per week 22.70 per week 22.70 per week 22.70 per week 22.70 per week 6.70 per week |
| 4. | 18.1 | Shopfitter and/or Joiner Apprentices: Tool Allowance | 22.70 per week |
| 5. | 20.1(a) | Handling insulating material or working in its immediate vicinity. | 0.61 per hour |
| 6. | 20.1(b) | Working where temperature raised by artificial means to between 46 and 54 degrees Celsius Exceeding 54 degrees Celsius | 0.49 per hour 0.61 per hour |
| 7. | 20.1(c) | Working where temperature is reduced by artificial means to below 0 degrees Celsius | 0.49 per hour |
| 8. | 20.1(d) | Working in a confined space | 0.61 per hour |
| 9. | 20.1(e) | Engaged in unusually dirty work | 0.49 per hour |
| 10. | 20.1(f) | Whilst working with second hand timber, an employee's tools are damaged by nails, dumps or other foreign matter. | 1.93 per day |
| 11. | 20.1(g) | Required to compute or estimate quantities of materials in respect to work performed by other employees | 3.55 per day |
| 12. | 20.1(i) | Using an explosive-powered tool | 1.16 per day |
| 13. | 20.1(j)(iii) | Using toxic substances or like materials Working in close proximity to employees so engaged | 0.61 per hour 0.49 per hour |
| 14. | 20.1(k) | Using materials containing asbestos or working in close proximity to employees using such materials | 0.61 per hour |

| | | | |
|-----|--------------|--|---------------|
| 15. | 20.1(l) | If a grindstone or wheel is not made available, the employer shall pay each joiner | 5.22 per week |
| 16. | 20.1(m)(iii) | Engaged in asbestos eradication | 1.65 per hour |
| 17. | 27 | Meal allowance after working one and a half hours overtime | 10.20 |
| 18. | 39.1 | First Aid Minimum qualifications | 2.09 per day |
| 19. | 41.2(a) | Maximum amount of reimbursement for loss of tools or clothes | 1,315.00 |

3. This variation shall take effect from the beginning of the first pay period to commence on or after 10 July 2005.

T. M. KAVANAGH J.

Printed by the authority of the Industrial Registrar.

(358)

SERIAL C4019

GOVERNMENT RAILWAYS (BUILDING TRADES MAINTENANCE STAFF) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete subclause (i) of clause 5, Rates of Wages, Tool and Special Allowances, of the award published 13 May 2005 (350 I.G.1052) and insert in lieu thereof the following:

5. Rates of Wages, Tool and Special Allowances

- (i) Employees of the classifications specified hereunder shall be paid at the following rates of Wages per week:

| Classification | Base* rate per wk \$ | Tool Allowance per wk \$ | Special Allowance per wk \$ | Additional loading per wk \$ | Tradesmens' Allowance per wk \$ | SWC 2000 - 2005 \$ | Total per wk \$ |
|---|----------------------------|-----------------------------------|--------------------------------------|---------------------------------------|--|-----------------------------|-----------------------|
| Bricklayer | 366.00 | 16.00 | 12.88 | 59.87 | 16.25 | 99.00 | 570.00 |
| Bridge Carpenter | 366.00 | 22.70 | 12.88 | 59.87 | 16.25 | 99.00 | 576.70 |
| Carpenter and joiner | 366.00 | 22.70 | 12.88 | 59.87 | 16.25 | 99.00 | 576.70 |
| Painter | 366.00 | 5.50 | 12.88 | 59.87 | 16.25 | 99.00 | 559.50 |
| Signwriter | 375.80 | 5.50 | 12.88 | 59.87 | 16.25 | 99.00 | 559.30 |
| Plaster and Fibrous Plaster Fixer | 366.00 | 18.70 | 12.88 | 59.87 | 16.25 | 99.00 | 572.70 |
| Plumber and Gasfitter | 369.10 | 22.70 | 12.88 | 59.87 | 16.25 | 101.00 | 581.80 |

* Please note the base rate includes the now deleted basic wage component of \$121.40

Provided that the amount shown as additional loading comprehends consideration for over award payments.

- (ii) Without limiting the general meaning, signwriting work shall include making of stencils and stencilling by screen or any other method, and the making and/or fixing of transfers.
- (iii) The ordinary hourly rates for employees engaged on lead burning shall be calculated by adding to the hourly rate prescribed for journeymen plumbers an amount of 58 cents per hour.
- (iv) The ordinary hourly rates for employees in the following classifications shall be calculated by adding to the hourly rate prescribed for journeyman plumbers in this clause and sub-clause (vi) of this clause, the following rates:

- (a) When required to act on their plumbers licence

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| | | |
|-----|---|--------|
| (b) | When required to act on their gasfitters licence | 72 |
| (c) | When required to act on their drainers licence | 62 |
| (d) | When required to act on their plumbers and gasfitters licence | 96 |
| (e) | When required to act on their plumbers and drainers licence | 96 |
| (f) | When required to act on their gasfitters and drainers licence | 96 |
| (g) | When required to act on their plumbers gasfitter and drainers licence | \$1.33 |
| (h) | When required to act on Pressure Welding Certificate | 41 |

Gasfitting licence shall be deemed to include coal gas, town gas, natural gas, liquid petroleum gas or any other gas where it is required by any State Act of Parliament or regulation that the holder of a licence be responsible for the installation of any such service or services.

- (v) A plumber and or gasfitter and/or drainer who is or will be required to be the holder of a certificate of Registration shall be paid 56 cents per hour in addition to their ordinary rate of pay.

This allowance shall be paid for all purposes of the award with the exception of clause 4 Overtime and clause 10, Night and/or shift work in which case it shall be paid as a flat rate and not subject to penalty provisions.

- (vi) The allowances contained in sub-clause (iv) and (v) of this clause are applicable to employees working a 40 hour week. Where employees work an average of 38 hours per week in a four week work cycle the hourly rate indicated is to be multiplied by 40 and divided by 38 to obtain an appropriate hourly rate.
- (vii) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
- (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete clause 6, Leading Hands and insert in lieu thereof the following:

6. Leading Hands

Leading hand tradesmen shall be paid at the rate of the following amounts whilst so employed, in addition to the rates of wages prescribed by Clause 5, Rates of wages, tool and special allowances of this award, for employees of the same classification:

| | Per week \$ |
|---|----------------|
| When in charge of not less than three and not more than ten employees | 24.50 |
| When in charge of more than ten and not more than twenty employees | 36.70 |
| When in charge of more than twenty employees | 46.60 |

3. Delete clause 7, Special rates, and insert in lieu thereof the following:

7. Special Rates

In addition to the ordinary rates of wages.

- (i) Tunnels: An employee when working in a tunnel 402.34 metres or over in length or in the Eveleigh Engine dive shall be paid at the rate of 39 cents per hour extra.
- (ii) Wet places: An employee when working in any place where his clothing or boots become saturated whether by water, oil or otherwise shall be paid at the rate of 50 cents per hour extra; provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear; provided further that any employee who becomes entitled

to this extra rate shall continue to be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

- (iii) Chokages: A plumber who is employed upon any chokage or oil chokage (other than domestic and is required to open up any soil pipe, waste pipe or drain pipe conveying offensive material or scupper containing sewage shall be paid an additional \$5.27 per day or part of a day thereof.
- (iv) Boilers, flues, etc: An employee when engaged in alteration of repairs to boilers, flues, furnaces, retorts and kilns shall be paid at the rate of \$1.50 per hour extra.
- (v) Swinging scaffold - a payment of \$3.64 for the first four hours or any portion thereof and 74 cents for each hour thereafter on any day shall be made to any person employed-
 - (a) On any type of swing scaffold or any scaffold suspended by rope of cable, bosuns chair etc.,
 - (b) On a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of 6 metres or more above the nearest horizontal plane.

And further provided that solid plasterers when working off a swing scaffold shall receive an additional 11 cents per hour.

- (vi) An employee who is called upon to handle charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, or other recognised insulation material of a like nature or working in the immediate vicinity so as to be offended by the use thereof, 64 cents per hour or part thereof.
- (vii) Hotwork: An employee who works in a place where the temperature has been artificially raised to between 46 degrees and 54 degrees Celsius shall be paid 50 cents per hour or part thereof exceeding 54 degrees Celsius- 64 cents per hour or part thereof.

Where such work continues for more than two hours the employee shall be entitled to 20 minutes rest after every two hours work without loss of pay, not including the special rate provided by this sub-clause.

- (viii) An employee who works in a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation shall be paid 64 cents per hour extra.
- (ix) Roof Repairs: Employees engaged on repairs to roofs shall be paid 64 cents per hour.
- (x) An employee who is an authorised operator of explosive power tools shall be paid \$1.18 for each day on which he uses such a tool.
- (xi) An employee working on any structure at a height of more than 9.144 metres where an adequate fixed support not less than .762 metres wide is not provided shall be paid 50 cents per hour in addition to ordinary rates. This sub-clause shall not apply to an employee working on a bosun's chair or swinging stage.
- (xii) An employee being the holder of a Department of Industrial Relations oxyacetylene or electric welding certificate or equivalent qualifications recognised by the Employer when required by the Employer to act on either of his certificates or equivalent qualifications during the course of his employment shall be entitled to be paid for every hour of his employment on work the nature of which is such that it is done by or under the supervision of the holder of a certificate or while not performing but supervising such work the sum of 43 cents per hour for each certificate in addition to the rates for journeyman plumbers.
- (xiii) A painter engaged on all spray applications carried out in other than a properly constructed booth approved by the Department of Industrial Relations shall be paid 50 cents per hour extra.

- (xiv) Computing quantities- Employees who are regularly required to compute or estimate quantities of materials in respect to the work performed by other employees shall be paid an additional \$3.64 per day or part thereof, provided that, this allowance shall not apply to an employee classified as a leading hand and receiving allowance prescribed in clause 6, Leading Hands, of this award.
- (xv) Applying obnoxious substances:
- (a) An employee engaged in either the preparation and/or the application of epoxy based materials or materials of a like nature shall be paid 63 cents per hour extra.
 - (b) In addition employees applying such material in buildings which are normally air-conditioned shall be paid 39 cents per hour extra for any time worked when the air-conditioning plant is not operated.
 - (c) Where there is an absence of adequate natural ventilation the employer shall provide ventilation by artificial means and/or supply an approved type of respirator and in addition protective clothing shall be supplied where recommended by the WorkCover Authority of New South Wales.
 - (d) Employees working in close proximity to employees so engaged shall be paid 50 cents per hour extra.
 - (e) For the purpose of this clause all materials which include or require the addition of a catalyst hardener and reactive additives or two pack catalyst system shall be deemed to be materials of a like nature.
- (xvii) Cleaning down brickwork: A bricklayer required to clean down bricks using acids or other corrosive substances shall be paid 44 cents per hour extra. While so employed employees will be supplied with gloves.
- (xviii) Bricklayers laying other than standard bricks - bricklayers employed laying blocks (other than concrete blocks for plugging purposes shall be paid the following additional rates:
- Where the blocks weigh over 5.5 kg and under 9 kg: 50 cents
 - Where the blocks weigh 9 kg or over up to 18 kg: 90 cents
 - Where the blocks weigh over 18 kg: \$1.27
- An employee shall not be required to lift a building block in excess of 20 kg in weight unless such employee is provided with a mechanical aid or with an assisting employee; provided that, an employee shall not be required to manually lift any building block in excess of 20 kg in weight to a height of more than 1.2 metres above the working platform.
- (xix) Plumbers engaged on electric welding applicable to plumbing other than those covered by subclause (xii) of this clause shall be paid 14 cents per hour extra for the time so worked.
- (xx) Asbestos: Employees required to use materials containing asbestos or to work in close proximity to employees using such materials shall be provided with, and shall use, all necessary safeguards as required by the appropriate occupational health authority and where such safeguards include the mandatory wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) such employees shall be paid 62 cents per hour whilst so engaged.
- (xxi) Bagging: Employees engaged upon bagging brick or concrete structures shall be paid 44 cents per hour.
- (xxii) Second hand timber: A carpenter and joiner who, whilst working on second hand timber has his tools damaged by nails, dumps or other foreign matter in the timber shall be paid an allowance of \$1.96 for each day upon which his tools are so damaged. Provided that no allowance shall be payable under this paragraph unless the damage is immediately reported to the commission's representative on the job in order that he may have an opportunity to properly investigate the matter.

(xxiii) Marking setting out - A building tradesperson mainly employed marking and/or setting out work for other employees shall be paid an additional margin of \$19.19 per week.

(xxiv) Rates not cumulative: Where more than one of the above special rates provide payments for disabilities of substantially the same nature then only the highest of such rates shall be payable.

The above rates shall not form part of the ordinary rates of wages for the purpose of calculation of overtime.

4. This variation shall take effect from the beginning of the first pay period to commence on or after 10 July 2005.

T. M. KAVANAGH J.

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(357)

SERIAL C4020

GOVERNMENT RAILWAYS (BUILDING TRADES CONSTRUCTION STAFF) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete Clause 6, Rates of Wages, Tools and Special Allowances, of the award published 13 May 2005 (350 I.G. 1070), and insert in lieu thereof the following:

6. Rates of Wages, Tools and Special Allowances

- (i) Employees of the classifications specified hereunder shall be paid at the following rates of wages per week:

| Classification | Base* rate per wk \$ | Tool Allowance per wk \$ | Special Allowance per wk \$ | Additional loading per wk \$ | Tradesmens' Allowance per wk \$ | SWC 2000- 2005 \$ | Total per wk \$ |
|--|----------------------------|-----------------------------------|--------------------------------------|---------------------------------------|--|----------------------------|-----------------------|
| Bricklayer | 366.00 | 16.00 | 12.88 | 59.87 | 16.25 | 99.00 | 570.00 |
| Bridge Carpenter | 366.00 | 22.70 | 12.88 | 59.87 | 16.25 | 99.00 | 576.70 |
| Carpenter and joiner | 366.00 | 22.70 | 12.88 | 59.87 | 16.25 | 99.00 | 576.70 |
| Painter | 366.00 | 5.50 | 12.88 | 59.87 | 16.25 | 99.00 | 559.50 |
| Signwriter | 375.80 | 5.50 | 12.88 | 59.87 | 16.25 | 99.00 | 559.30 |
| Plaster and Fibrous Plaster Fixer | 366.00 | 18.70 | 12.88 | 59.87 | 16.25 | 99.00 | 572.70 |
| Plumber and Gasfitter | 369.10 | 22.70 | 12.88 | 59.87 | 16.25 | 101.00 | 581.80 |

* Please note the base rate includes the now deleted basic wage component of \$121.40

Provided that the amount shown as additional loading comprehends consideration for over award payments.

- (ii) Without limiting the general meaning, signwriting work shall include making of stencils and stencilling by screen or any other method, and the making and/or fixing of transfers.
- (iii) The ordinary hourly rates for employees engaged on leadburning shall be calculated by adding to the hourly rate prescribed for journeymen plumbers an amount of 54 cents per hour.

- (iv) The ordinary hourly rates for employees in the following classifications shall be calculated by adding to the hourly rate prescribed for journeyman plumbers in this clause and sub-clause (vi) of this clause, the following rates:
- (a) When required to act on a plumbers licence 70 cents
 - (b) When required to act on a gasfitters licence 70 cents
 - (c) When required to act on a drainers licence 60 cents
 - (d) When required to act on a plumbers and gasfitters licence 94 cents
 - (e) When required to act on a plumbers and drainers licence 94 cents
 - (f) When required to act on a gasfitters and drainers licence 94 cents
 - (g) When required to act on a plumbers gasfitter and drainers licence \$1.30
 - (h) When required to act on a Pressure Welding Certificate 40 cents

Gasfitting licence shall be deemed to include coal gas, town gas, natural gas, liquid petroleum gas or any other gas where it is required by any State Act of Parliament or regulation that the holder of a licence be responsible for the installation of any such service or services.

- (v) Tradespeople covered by this award when employed on large construction projects being constructed by the Public Transport Commission of NSW shall be paid not less than the amount paid to tradesmen of the same class under the Building & Construction Industry (State) Award in respect of wage rate, tool allowance, industry allowance and special allowance. Any disputes between the parties concerning construction work being defined as a large construction project shall be referred to the Industrial Relations Commission of New South Wales for determination.
- (vi) A plumber and/or gasfitter and/or drainer who is or will be required to be the holder of a certificate of registration shall be paid 55 cents per hour in addition to his ordinary rate of pay.
- This allowance shall be paid for all purposes of the Award with the exception of Clause 5 Overtime, in which case it shall be paid at the flat rate and not subject to penalty provisions.
- (vii) The allowances contained in subclause (iv) and (vi) of this Clause are applicable to employees working a 40 hour week. Where employees work an average of 38 hours per week in a four week work cycle, the hourly rate indicated is to be multiplied by 40 and divided by 38 to obtain the appropriate hourly rate.

- 2 Delete clause 7, Charge Hands, and insert in lieu thereof the following;

7. Charge Hands

Charge hand tradesmen shall be paid at the rate of the following amounts whilst so employed in addition to rates of wages prescribed by Clause 6, Rates of Wages, Tool and Special Allowances of this Award, for employees of the same classification except in respect of the large construction project allowance.

| | Per week \$ |
|--|----------------|
| When in charge of not less than one and not more than nine employees | 71.10 |
| When in charge of ten and not more than fifteen employees | 82.90 |
| When in charge of sixteen or more employees | 94.90 |

3. Delete clause 8, Special Rates, and insert in lieu thereof the following:

8. Special Rates

In addition to the ordinary rates of wages:

- (i) High places: A bridge carpenter when required to work at a height of 7.62 metres from the ground, deck floor or water level shall be paid at the rate of 49 cents per hour extra, and 9 cents per hour extra for every additional 3.048 metres. Height shall be calculated from where it is necessary for the employee to place his hands or tools in order to carry out the work to the ground deck, floor or water level. For the purpose of this paragraph "deck" or "floor" shall mean a substantial structure which, even though temporary is sufficient to protect an employee from falling any further distance and "water level" shall mean in tidal waters the mean water level.

This paragraph shall not apply to workers working on suitable scaffolding erected in accordance with the regulations under the *Occupational Health and Safety Act 2000* and certified by an inspector as conforming to that Act.

- (ii) An employee required to work on the construction of chimneys and air shafts where the construction exceeds 15.24 metres in height, shall be paid for all work above 15.24 metres 46 cents per hour with 11 cents per hour additional for work above each further 15.24 metres.
- (iii) Tunnels and sewers: In the case of all employees whose craft award contains a similar provision an employee when engaged in tunnel and sewer work in an underground shaft exceeding 3.048 metres in depth shall be paid such additional minimum rate as is provided for in such craft award.
- (iv) Second hand timber: A bridge carpenter or a carpenter and joiner who, whilst working on second hand timber has their tools damaged by nails, dumps or other foreign matter in the timber shall be paid an allowance of \$1.91 for each day upon which his tools are so damaged: Provided that no allowance shall be payable under this paragraph unless the damage is immediately reported to the Commission's representative on the job in order that he may have an opportunity to properly investigate the matter.
- (v) Wet places: An employee when working in any place where his clothing or boots become saturated, whether by water, oil or otherwise shall be paid at the rate of 49 cents per hour extra: provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear; provided further that any employee who becomes entitled to this extra rate shall continue to be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.
- (vi) Chokages: A plumber who is employed upon any chokage or oil chokage (other than domestic) and is required to open up any soil pipe, waste pipe or drain conveying offensive material, or scupper containing sewage shall be paid an additional \$5.14 per day or part of a day thereof.
- (vii) Swing scaffold: A payment of \$3.54 for the first four hours or any portion thereof and 72 cents for each hour thereafter on any day shall be made to any person employed:
- (a) on any type of swing scaffold or any scaffold suspended by rope or cable, bosuns chair etc.
- (b) on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of 6 metres or more above the nearest horizontal plane.

And further provided that solid plasterers when working off a swing scaffold shall receive an additional 11 cents per hour.

- (viii) Insulation: Employee who is called upon to handle charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, or other recognised insulation material of a like nature or working in the immediate vicinity so as to be offended by the use thereof, 55 cents per hour or part thereof.
- (ix) Hotwork: An employee who works in a place where the temperature has been raised by artificial means to between 46 degrees and 54 degrees Celsius 43 cents per hour or part thereof, exceeding 54 degrees Celsius - 62 cents per hour or part thereof.

Where such work continues for more than two hours the employee shall be entitled to 20 minutes rest after every two hours work without loss of pay, not including the special rate provided by this sub-clause.

- (x) An employee who works in a place the dimensions or nature of which necessitates working in a cramped position or without sufficient ventilation shall be paid 62 cents per hour extra.
- (xi) Roof repairs: Employees engaged on repairs to roofs shall be paid 62 cents per hour.
- (xii) An employee who is an authorised operator of explosive power tools shall be paid \$1.15 for each day on which he uses such a tool.
- (xiii) An employee working on any structure at a height of more than 9.144 metres where an adequate fixed support not less than .762 metres wide is not provided shall be paid 49 cents per hour in addition to ordinary rates. This sub-clause shall not apply to an employee working on a bosuns chair or swinging stage.
- (xiv) A painter engaged on all spray application carried out in other than a properly constructed booth, approved by the Department of Commerce shall be paid 49 cents per hour extra.
- (xv) Computing quantities: Employees who are regularly required to compute or estimate quantities of materials in respect to the work performed by other employees shall be paid an additional \$3.54 per day or part thereof, provided that, this allowance shall not apply to an employee classified as a leading hand and receiving allowance prescribed in Clause 7, Leading Hands of this award.
- (xvi) Where an employee is a qualified first-aid person and is employed to carry out the duties of a qualified first-aid person the employee shall be paid an additional rate of \$2.12 per day.
- (xvii) Applying obnoxious substances:
 - (a) An employee engaged in either the preparation and/or application of epoxy based materials or materials of a like nature shall be paid 62 cents per hour extra.
 - (b) In addition employees applying such material in buildings which are normally air-conditioned shall be paid 38 cents per hour extra for any time worked when the air conditioning plant is not operating.
 - (c) Where there is an absence of adequate natural ventilation the employer shall provide ventilation by artificial means and/or supply an approved type of respirator and in addition, protective clothing shall be supplied where recommended by the Health Commission of New South Wales.
 - (d) Employees working in close proximity to employees so engaged shall be paid 49 cents per hour extra.
 - (e) For the purpose of this clause all materials which include or require the addition of a catalyst hardener and reactive additives or two pack catalyst system shall be deemed to be materials of a like nature.
- (xviii) Marking-setting-out: A building tradesperson mainly employed marking and/or setting out work for other employees shall be paid an additional margin of \$18.62 per week.
- (xix) Cleaning down brickwork: A bricklayer required to clean down bricks using acids or other corrosive substances shall be paid 42 cents per hour extra. Whilst so employed employees will be supplied with gloves.
- (xx) Bricklayers laying other than standard bricks: Bricklayers employed laying block (other than cindercrete blocks for plugging purposes) shall be paid the following additional rates:

Where the blocks with over 5.5 kg and under 9 kg - 49 cents per hour.

Where the blocks with 9kg or over up to 18 kg - 88 cents per hour.

Where the blocks weigh over 18 kg - \$1.24 per hour.

An employee shall not be required to lift a building block in excess of 20kg unless such employee is provided with a mechanical aid or with an assisting employee; provided that, an employee shall not be required to manually lift any building block in excess of 20kg in weight to a height of more than 1.2 metres above the working platform.

- (xxi) Asbestos: Employees required to use materials containing asbestos or to work in close proximity to employees using such materials shall be provided with, and shall use, all necessary safeguards as required by the appropriate occupational health authority and where such safeguards include the mandatory wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus) such employees shall be paid 62 cents per hour extra while so engaged.
 - (xxii) Bagging: Employees engaged upon bagging brick or concrete structures shall be paid 43 cents per hour.
 - (xxiii) Rates not cumulative: Where more than one of the above special rates provides payment for disabilities of substantially the same nature then only the highest of such rates shall be payable. The above rates shall not form part of the ordinary rates of wages for the purpose of calculation of overtime.
4. This variation shall take effect from the beginning of the first pay period to commence on or after 10 July 2005.

T. M. KAVANAGH J.

Printed by the authority of the Industrial Registrar.

(534)

SERIAL C4021

PLANT, &c., OPERATORS ON CONSTRUCTION (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete the tables appearing in paragraphs (e) and (f) of subclause (1) of clause 5, Wage Rates, of the award published 16 November 2001 (329 I.G. 625), and insert in lieu thereof the following:

| Broadbanded Award Classification | New CW Classification | SWC Increase 2005 10 July 2005 | Rate Operative 10 July 2005 | 11 September 2005 |
|----------------------------------|-----------------------|-----------------------------------|--------------------------------|-------------------|
| | \$ | \$ | \$ | \$ |
| Group A | CW3 | 17.00 | 572.80 | 578.30 |
| Group B | CW4 | 17.00 | 592.10 | 599.20 |
| Group C | CW5 | 17.00 | 613.00 | 620.00 |
| Group D | CW5 | 17.00 | 614.40 | 620.00 |
| Group E | CW5 | 17.00 | 615.90 | 620.00 |
| Group F | CW6 | 17.00 | 631.50 | 638.90 |
| Group G | CW6 | 17.00 | 634.70 | 638.90 |
| Group H | CW7 | 17.00 | 652.60 | 659.70 |

| Classification | Anniversary of commencement | SWC Increase 2005 10 July 2005 | Rate Operative 10 July 2005 | 11 September 2005 |
|----------------|-----------------------------|-----------------------------------|--------------------------------|-------------------|
| | \$ | \$ | \$ | \$ |
| CW8 | 650.40 | 17.00 | 667.40 | 682.60 |
| CW7 | 635.60 | 17.00 | 652.60 | 659.70 |
| CW6 | 614.50 | 17.00 | 631.50 | 638.90 |
| CW5 | 596.00 | 17.00 | 613.00 | 620.00 |
| CW4 | 575.10 | 17.00 | 592.10 | 599.20 |
| CW3 | 555.80 | 17.00 | 572.80 | 578.30 |
| CW2 | 542.60 | 17.00 | 559.60 | 559.60 |
| CW1(d) | 529.20 | 17.00 | 546.20 | 546.20 |
| CW1(c) | 517.60 | 17.00 | 534.60 | 534.60 |
| CW1(b) | 509.20 | 17.00 | 526.20 | 526.20 |
| CW1(a) | 496.70 | 17.00 | 513.70 | 513.70 |

2. Delete subclause (4) of the said clause 5, and insert in lieu thereof the following:

- (4) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (a) any equivalent overaward payments and/or
- (b) award wage increases since 29 May, 1991 other than Safety Net, State Wage Case and minimum rates adjustments.

3. Delete Part B - Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Rates of Pay

| Classification | Rate per week \$ |
|---|---------------------|
| The rates of pay in this table represent the rates applicable to employees covered by this award and come about as a result of the insertion of the new classification structure. The new classification structure is subject to a transitional period. Accordingly, the rates of pay in this table do not apply until the transitional period is complete. See clauses 5(1)(e) and 5(1)(f) for the rates of pay applicable during the transitional period. | |
| Construction Worker Level 8 - CW8 | 682.60 |
| Construction Worker Level 7 - CW7 | 659.70 |
| Construction Worker Level 6 - CW6 | 638.90 |
| Construction Worker Level 5 - CW5 | 620.00 |
| Construction Worker Level 4 - CW4 | 599.20 |
| Construction Worker Level 3 - CW3 | 578.30 |
| Construction Worker Level 2 - CW2 | 559.60 |
| Construction Worker Level 1 - CW1(d) | 546.20 |
| Construction Worker Level 1 - CW1(c) | 534.60 |
| Construction Worker Level 1 - CW1(b) | 526.20 |
| Construction Worker Level 1 - CW1(a) | 513.70 |

Table 2 - Other Rates and Allowances

| Item | Clause | Brief Description | Amount \$ |
|------|-------------|---|--|
| 1 | 5(5)(i) | Operator in charge of plant | 13.62 per week |
| 2 | 5(5)(ii)(a) | Industry allowance | 21.70 per week |
| 4 | 5(5)(iii) | Employees engaged in waste disposal depots | 1.01 per hour |
| 5 | 5(5)(iv) | Leading hands - In charge of more than 2 and up to 5 employees In charge of more than 5 and up to 10 employees In charge of more than 10 employees | 19.20 per week 27.10 per week 34.50 per week |
| 6 | 5(5)(v) | Special Allowance - Employees within A.I. & S, Port Kembla | 0.77 per hour |
| 7 | 5(5)(vi) | Employees involved in road construction work in the Illawarra region near coal wash | 0.49 per hour |
| 8 | 14(ii) | Meal Allowance each subsequent meal | 10.20 per meal 8.40 per meal |
| 9 | 5(2) | Floating/Mobile/other cranes for every 5 tonnes in excess of 20 tonnes | 1.73 |
| 10 | 31(i)(a) | Excess Fares Small Fares | 13.80 per day 5.30 per day |
| 11 | 31(i)(b) | Travel Pattern Loading | 7.25 per week |
| 12 | 31(iv)(a) | Travel in excess of 40 kilometres from the depot | 0.75 per km |

| | | | |
|----|----------------|--|--------------------|
| | | Minimum Payment | 13.80 per day |
| | 31(iv)(b) | Use of Own Vehicle | 0.75 per km |
| | 31(iv)(c) | Road Escort - Own Vehicle | 0.75 per km |
| | 31(iv)(d) | Transfer - One job to another Own Vehicle | 0.75 per km |
| 13 | 31(v) | Carrying of Fuels Oils and/or grease | 8.21 per day |
| 14 | | Country Work Allowance | |
| | 33(iii)(a) | Unbroken Week | 348.10 per week |
| | 33(iii)(b) | Broken Week | 49.80 per day |
| 15 | 33(iii)(c)(i) | Travel Allowance - Weekend Return | 28.00 per occasion |
| 16 | 33(v) | Meal Allowance whilst travelling | 10.20 per meal |
| 17 | 34(xv)(a) | Camping Area - Weekend return | 28.00 per occasion |
| 18 | 35(ii) | Caravan Allowance | |
| | | Unbroken Week | 162.50 per week |
| | | Broken Week | 23.20 per day |
| 19 | 37(i) | Employees working in the west and north districts of the State | 1.04 per day new |
| 20 | 37(ii) | Employees working in the western districts of the State | 1.71 per day |
| | | Employees working in the southern districts of the State | 1.71 per day |
| 21 | 38(x)(c)(v)(A) | First-Aid Allowance | 2.09 per day |
| 22 | 38(x)(c)(v)(B) | First-Aid Allowance | 3.29 per day |
| 22 | 38(ix)(d) | Employee engaged in lime work | 0.49 per hour |

4. This variation shall come into effect on the first pay period commencing on or after 10 July 2005 the rates of remuneration shall be phased in and take effect from the periods indicated in the relevant tables.

T. M. KAVANAGH J.

Printed by the authority of the Industrial Registrar.

(084)

SERIAL C4022**BUILDING CRANE DRIVERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete subclause (ii) of clause 4, Rates of Pay, of the award published 22 April 2005 (350 I.G. 345), and insert in lieu thereof the following:
 - (ii) The rates of pay in this award include the State Wage Case - May 2005 adjustment as set out in Table 1 - Wages, of Part B, Monetary Rates, payable under the State Wage Case - May 2005 decision. This adjustment may be offset against:
 - (A) any equivalent overaward payments, and/or
 - (B) award wage increases since 29 May 1991 other than safety net adjustments and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Wages**

| Classification | Base Rate Per Week \$ | Safety Net Adjustment Per Week \$ | Total Margin Per Week \$ |
|--------------------|--------------------------|---|-----------------------------|
| Lofty Crane Driver | 495.20 | 159.00 | 654.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | Amount \$ |
|----------|------------|-----------------------------------|--------------------|
| 1. | 8(iii) | Overtime meal allowance | 10.20 per meal |
| 2. | 8(iii)(a) | Meal interval | 10.20 per meal |
| 3. | 10A(i) | Travel Allowance | 12.80 per day |
| 4. | 10A(ii) | Travel within 50 klm from depot | 12.80 per day |
| 6. | 10D(i)(b) | Excess travel | 0.38 cents per klm |
| 5. | 10I(ii) | Transfer of work sites | 0.71 cents per klm |
| 7. | 10M | Travelling time allowance | 8.85 per week |
| 8. | 11(iii)(b) | Living away from home weekly rate | 348.10 per week |

| | | | |
|-----|---------------|--|---|
| 9. | 11(iii)(b) | Living away from home daily rate | 49.80 per day |
| 10. | 11(v)(c)(iii) | Meals while travelling | 10.20 p/meal |
| 11. | 11(vi) | Return journey | 16.60 |
| 12. | 11(xi)(b) | Weekly camping rate | 139.40 per week |
| 13. | 11(xi)(b) | Daily camping rate | 20.00 per day |
| 14. | 12A | Industry Allowance | 21.70 per week |
| 15. | 12B | Multi Storey Allowance - From 4th floor level to 10th floor level From 11th floor level to 15th floor level From 16th floor level to 20th floor level From 21st floor level to 25th floor level From 26th floor level to 30th floor level From 31st floor level to 40th floor level From 41st floor level to 50th floor level From 51st floor level to 60th floor level From 61st floor level onwards | 0.43 per hour extra 0.49 per hour extra 0.58 per hour extra 0.73 per hour extra 0.89 per hour extra 0.94 per hour extra 1.08 per hour extra 1.24 per hour extra 1.31 per hour extra |
| 16. | 12C | Towers Allowance Up to 15 metres For every additional 15 metres | 0.49 per hour 0.49 per hour |
| 17. | 12D(ii) | Dirty work | 0.49 per hour extra |

3. This variation shall take effect from the beginning of the first pay period to commence on or after 10 July 2005.

T. M. KAVANAGH J.

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(301)

SERIAL C4023**ENGINE DRIVERS, &c., GENERAL (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete subclause 5.4 of clause 5, Rates of Pay, of the award published 2 November 2001 (329 I.G 164), and insert in lieu thereof the following:

5.4 The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:

- (i) any equivalent overaward payments; and/or
- (ii) award wage increases since 29 May 1991, other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates of Pay**

| Wage Group | Total Award Wage Per Week 25/02/05 \$ | SWC 2005 \$ | Total Award Wage Per Week 25/02/06 \$ |
|-------------|---|----------------|---|
| *Level 13 - | | | |
| A | 467.40 | 17.00 | 484.40 |
| B | 470.60 | 17.00 | 487.60 |
| Level 12 - | | | |
| D | 475.10 | 17.00 | 492.10 |
| C | 482.00 | 17.00 | 499.00 |
| B | 485.20 | 17.00 | 502.20 |
| A | 488.20 | 17.00 | 505.20 |
| Level 11 - | | | |
| C | 493.00 | 17.00 | 510.00 |
| B | 499.60 | 17.00 | 516.60 |
| A | 503.00 | 17.00 | 520.00 |
| A(ii) | 511.70 | 17.00 | 528.70 |
| Level 10 - | | | |
| C | 518.60 | 17.00 | 535.60 |

| | | | |
|-----------|--------|-------|--------|
| B | 521.90 | 17.00 | 538.90 |
| A | 533.00 | 17.00 | 550.00 |
| Level 9 - | | | |
| C | 538.60 | 17.00 | 555.60 |
| B | 546.80 | 17.00 | 563.80 |
| A | 550.90 | 17.00 | 567.90 |
| Level 8 | 563.40 | 17.00 | 580.40 |
| Level 7 | 572.20 | 17.00 | 589.20 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | SWC 2004 eff. 25/02/2005 \$ | SWC 2005- 25/02/06 \$ |
|----------|------------|---|-------------------------------------|-------------------------------------|
| 1 | 5.1(d) | Mobile cranes - 2 or more forklifts/cranes engaged on any lift | 2.11 p/d | 2.17 p/d |
| 2 | 6.1 | Boiler cleaner allowance | 1.11 p/d | 1.18 p/d |
| 3 | 5.2 | Special work | 0.12 p/h | 0.12 p/h |
| 4 | 5.3(a) | Attending to refrigerator compressors Attending to electric generator or dynamo exceeding 10 kW capacity In charge of plant | 23.09 p/w 23.09 p/w 23.09 p/w | 23.78 p/w 23.78 p/w 23.78 p/w |
| 5 | 5.3(b) | Attending switchboard (350 kW or over) | 7.15 p/w | 7.36 p/w |
| 6 | 5.3(c) | Ship repairing | 8.75 p/w | 9.01 p/w |
| 7 | 6.2 | Cold Places | 0.48 p/h | 0.49 p/h |
| 8 | 6.3 | Wet Places Allowance | 0.48 p/h | 0.49 p/h |
| 9 | 6.5 | Construction Allowance | 26.97 p/w | 27.78 p/w |
| 10 | 6.6 | Quarries Pty Ltd Allowance | 0.48 p/h | 0.49 p/h |
| 11 | 6.4 | Dirty Work Allowance | 0.48 p/h | 0.49 p/h |
| 12 | 15.2 | Stop-Start Engine Allowance | 27.60 p/w | 28.43 p/w |

3. This variation shall take effect from the beginning of the first pay period to commence on or after 25 February 2006.

T. M. KAVANAGH J.

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(537)

SERIAL C4024

PLASTERERS, SHOP HANDS AND CASTERS (STATE) CONSOLIDATED AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch), industrial organisation of employees.

(No. IRC 3267 of 2005)

Before The Honourable Justice Kavanagh

7 July 2005

VARIATION

1. Delete clause 3, Wages of the award published 22 April 2005 (350 I.G. 331), and insert in lieu thereof the following:

3. Wages

- (i) The following minimum rates of pay shall be paid to adult employees:

| Classification | Total Rate Eff. 10/07/04 \$ | SWC 2004 \$ | Total Rate Eff. 10/07/05 \$ |
|--|-----------------------------------|----------------|-----------------------------------|
| Shop Hand | 542.30 | 19.00 | 561.30 |
| Caster | 456.90 | 19.00 | 475.90 |
| Mechanical Cornice Attendant & Operator | 448.40 | 19.00 | 467.40 |
| Cornice Machine Attendant | 448.40 | 19.00 | 467.40 |
| All Others | 448.40 | 19.00 | 467.40 |

| Tool Allowances | Effective 11/09/04 \$ |
|-----------------|--------------------------|
| Shop Hand | 3.10 |
| Caster | 1.30 |

- (ii) Junior casters minimum rates of pay shall be the rates set out hereunder calculated to the nearest five cents, any fraction of five cents in the result not exceeding half of five cents to be disregarded:

Percentage of the sum of the total wage assigned to an adult caster

| | Percentage per week |
|----------|---------------------|
| 1st year | 48 |
| 2nd year | 68 |
| 3rd year | 90 |

- (iii) Casual Employees - A casual employee, that is an employee engaged for less than forty hours per week, shall be paid one-fifth of the weekly rate plus 10 per centum per day or portion thereof.

- (iv) Leading Hands:
- (a) An employee appointed to be in charge of more than two and up to and including five employees shall be a leading hand and shall be paid \$14.85 per week extra.
 - (b) An employee appointed to be in charge of more than five and up to and including ten employees shall be a leading hand and shall be paid \$18.77 per week extra.
 - (c) An employee appointed to be in charge of more than ten employees shall be a leading hand and shall be paid \$26.43 per week extra.
- (v) Where an employee is sent from a shop to a job to perform casters and/or fibrous fixers and gypsum plasterboard fixers' work the worker shall be paid the hourly rates and conditions applying to fixers in the Building and Construction Industry (State) Award whilst he or she is actually employed on this work and this hourly rate shall be paid in lieu of normal pay.
2. Delete clause 4, State Wage Case Adjustments, and insert in lieu thereof the following:

4. State Wage Case Adjustments

The rates of pay in this award include the adjustments payable under State Wage Case 2004. These adjustments may be offset against:

- (i) any equivalent over-award payments and/or
 - (ii) award wage increases since 29 May, 1991 other than Safety Net, State Wage Case and minimum rates adjustments
3. This variation shall take effect from the beginning of the first pay period to commence on or after 10 July 2005.

T. M. KAVANAGH J.

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(264)

SERIAL C3784

**CROWN EMPLOYEES (TEACHERS IN SCHOOLS AND TAFE AND
RELATED EMPLOYEES) SALARIES AND CONDITIONS AWARD
2004**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Teachers Federation, industrial organisation of employees.

(No. IRC 3597 of 2003)

Before The Honourable Justice Wright, President
The Honourable Justice Walton, Vice-President
The Honourable Justice Boland
Mr Deputy President Grayson
Commissioner Tabbaa
Commissioner McLeay

20 December 2004 and 3 June 2005

VARIATION

1. Delete subclause 2.75, of clause 2, Dictionary, of the award published 15 July 2005 (352 I.G. 465), and insert in lieu thereof the following:

2.75 "Part time Casual Teacher" means a TAFE Teacher engaged by TAFE on an hourly basis. It is the intention of TAFE that no Part time Casual Teacher shall be engaged to deliver the equivalent of a full time teaching program for 12 or more weeks in a semester except where a TAFE Temporary Teacher is not able to be employed following recruitment action.
2. Insert in alphabetical order, of the said clause 2, the following new subclause 2.83.

2.83 "TAFE Temporary Teacher" means a temporary employee employed under the *TAFE Commission Act* 1990 on a full time or a part time basis to teach for a defined period. A TAFE Temporary Teacher engaged on a part time basis is entitled to pro rata salary and conditions of a TAFE Temporary Teacher engaged on a full time basis.
3. Renumber existing subclauses 2.83 and 2.84 of the said clause 2, to read as 2.84 and 2.85 respectively.
4. Delete Schedule 5 - Salaries - Promotion Classifications in the Education Teaching Service, and insert in lieu thereof the following:

SCHEDULE 5

Salaries - Promotion Classifications in the Education Teaching Service

| Classification | Salary from the first pay period to commence on or after 1.1.2004 | Salary from the first pay period to commence on or after 1.7.2004 | Salary from the first pay period to commence on or after 1.1.2005 |
|----------------|--|--|--|
| Schools | Per annum (\$) | | |

| | | | |
|--|---------|------------|--------------|
| Increase | 5.5% | 3% + 3.75% | 3.5% + 3.75% |
| High School Principal | | | |
| Grade 1 (PH1) | 100,332 | 107,217 | 115,131 |
| Grade 2 (PH2) | 96,128 | 102,725 | 110,307 |
| Increase | 5.5% | 3% + 3% | 3.5% + 3% |
| Central School Principal | | | |
| PC1 | 96,128 | 101,982 | 108,718 |
| PC2 | 88,645 | 94,043 | 100,255 |
| PC3 | 85,053 | 90,233 | 96,193 |
| PC4 | 82,200 | 87,206 | 92,966 |
| Increase | 5.5% | 3% + 2.5% | 3.5% + 2.5% |
| Primary School Principal | | | |
| PP1 | 96,128 | 101,487 | 107,665 |
| PP2 | 88,645 | 93,587 | 99,285 |
| PP3 | 85,053 | 89,795 | 95,261 |
| PP4 | 82,200 | 86,783 | 92,066 |
| PP5 | 76,561 | 80,829 | 85,749 |
| PP6 | 68,551 | 72,373 | 76,779 |
| Increase | 5.5% | 3% + 2% | 3.5% + 2% |
| High School Deputy Principal Deputy Principal (Secondary) Central School | 81,154 | 85,261 | 90,010 |
| Primary School Deputy Principal Deputy Principal (Primary) Central School | 73,177 | 76,879 | 81,161 |
| Assistant Principal Primary School Assistant Principal Central School | 66,406 | 69,766 | 73,652 |
| Increase | 5.5% | 3% + 1.5% | 3.5% + 1.5% |
| Head Teacher High School Head Teacher Central School District Guidance Officer | 70,193 | 73,383 | 77,090 |
| Increase | 5.5% | 3% | 3.5% |
| Senior Assistant in Schools | 64,471 | 66,405 | 68,729 |

| Classification | Salary from the first pay period to commence on or after 1.7.2004 | Salary from 5.11.04 | Salary from the first pay period to commence on or after 1.1.2005 |
|--|--|---------------------|--|
| Non-school Based Teaching Service Classifications Salary Scales | Per annum (\$) | | |
| Increase | 3% | 1.5% | 3.5% + 1.5% |
| Principal Education Officer | 94,130 | 95,542 | 100,369 |
| Senior Education Officer Class 2 | 84,835 | 86,108 | 90,459 |
| Senior Education Officer Class 1 | | | |
| Year 3 | 78,274 | 79,448 | 83,462 |
| Year 2 | 75,288 | 76,417 | 80,278 |
| Year 1 | 72,299 | 73,383 | 77,090 |

5. Delete clause 54, Professional Development - Education Officers, Related Employees and Counsellors, and insert in lieu thereof the following:

54. Professional Development - Education Officers, Related Employees and Counsellors

- 54.1 Permanent and temporary education officers, counsellors and senior counsellors shall have a professional development programs as follows:

- 54.1.1 retention of their existing study time - for those employed by TAFE as at 31 January 1994; or
- 54.1.2 ten working days per annum which may be accumulated over six years up to a maximum of 60 working days to undertake professional experience, work or study inside or outside the TAFE system which is of demonstrated value to TAFE and/or the professional development of the employee. This time may be taken in minimum periods of one half day per week as negotiated with their manager. The absence requires the approval of TAFE and is subject to the operating needs of the unit.
- 54.2 Permanent and temporary cluster managers, manager education and training resource centre, principal education officers, program managers, curriculum managers, quality assurance coordinators, chief education officers and senior education officers shall have a professional development program as follows:
- 54.2.1 ten working days per annum, which may be accumulated over two years up to a maximum of 20 working days to undertake professional experience, work or study inside or outside the TAFE system which is of demonstrated value to TAFE and/or to the employee's current and medium term professional development needs. The professional development activity is negotiated with and must be approved by the line manager in advance. This time may be taken in minimum periods of one half day per week subject to the operating needs of the institute or unit. This does not preclude access to other professional development opportunities provided by TAFE.
- 54.2.2 Related employees as per clause 54.2 undertaking courses of study who require different arrangements to those in subclause 54.2.1 may apply to TAFE for special consideration. TAFE shall consider these requests on a case-by-case basis.
- 54.2.3 Where TAFE requires professional development, TAFE will meet the compulsory fees involved. Where the professional development opportunity is voluntary TAFE may, at its discretion, refund all or part of the compulsory fees incurred by the related employees as per clause 54.2.
- 54.2.4 Related employees as per clause 54.2 employed as at the date of variation to the award with an existing balance of professional development time of up to 60 days may utilize this time as provided for in subclause 54.2.1 of this award. Following utilisation of this balance, professional development time will accrue on the basis provided for in subclause 54.2.1 of this award.
- 54.2.5 Related employees as per sub clause 54.2 who have accumulated 20 working days, but due to operational arrangements, are unable to take them within the two year period shall by negotiation and agreement with the line manager retain the balance of professional development time in excess of 20 working days. The employee shall have six months after the next date of accrual in which to utilise the excess balance. This will not affect the accrual of additional professional development days as per sub clause 54.2.1.
6. Insert after paragraph 59.8.1, of clause 59, Working Conditions - Part Time Casual Teachers, Coordinators and Counsellors in TAFE, the following new paragraph:
- 59.8.2 Part time casual teachers and coordinators who have a sick leave entitlement pursuant to subclause 59.8.1 shall be entitled to use that entitlement for personal/carer's and bereavement leave purposes in accordance with subclause 55.7 Personal/Carer's Leave.
7. Delete subclause 59.10, of the said clause 59, and insert in lieu thereof the following:
- 59.10 Payment for Related Duties
- 59.10.1 Part time casual teachers teaching 10 or more hours in a week in any one Institute shall be entitled to payment for related duties, provided that they attend to perform

the related duties. Such related duties shall be paid at the teaching duties rate according to the following table:

| Teaching Duties Hours | Related Duties Hours |
|---------------------------|----------------------|
| 19 hours or more per week | 6 hours 20 minutes |
| 18 hours | 6 hours |
| 17 hours | 5 hours 40 minutes |
| 16 hours | 5 hours 20 minutes |
| 15 hours | 5 hours |
| 12 to less than 15 hours | 3 hours |
| 10 to less than 12 hours | 1 hour |

59.10.2 Payment for related duties paid to part time casual teachers teaching 10 hours or more a week are for duties associated with the part time casual teacher's teaching section as well as for duties related to the part time casual teacher's direct teaching activities set out in award subclause 59.7.

59.10.3 The apportionment of the related duties to be undertaken and the required attendance shall be by agreement between the part time casual teacher and their supervisor/s and become part of the teacher's approved program. Where practical, attendance is to be arranged so that the teacher can attend staff meetings, professional development and other related duties on the day/s the teacher is programmed to teach. Split shifts are not to be included as part of a part time casual teacher's approved program unless requested by the part time casual teacher.

8. Delete subclause 59.22, of the said clause 59, and insert in lieu thereof the following:

59.22 Temporary Appointment Opportunities

59.22.1 Part time casual teachers, counsellors and co-ordinators are eligible to apply for temporary appointment to positions (other than permanent teaching and promotional teaching positions) advertised within the TAFE Gazette.

9. Delete Schedule 11, Salary Scales - Promotion Classifications in TAFE, and insert in lieu thereof the following:

SCHEDULE 11

Salary Scales - Promotion Classifications in TAFE

| Classification | Salary from the first pay period to commence on or after 1.1.2004 | Salary from the first pay period to commence on or after 1.7.2004 | Salary from 5.11.2004 | Salary from the first pay period to commence on or after 1.1.2005 |
|---|---|---|-----------------------|---|
| | (\$) per annum | | | |
| Increase | 5.5% | 3% | 1.5% | 3.5% +1.5% |
| Cluster Manager and Manager, Education and Training Resource Centre | 97,617 | 100,546 | 102,054 | 107,210 |
| Principal Education Officer, Program Manager and Curriculum Manager | 90,956 | 93,685 | 95,090 | 99,894 |
| Quality Assurance | 85,702 | 88,273 | 89,597 | 94,124 |

| | | | | |
|--|--|--|--------------------|--|
| Coordinator | | | | |
| Chief Education Officer | 81,183 | 83,618 | 84,872 | 89,161 |
| Senior Education Officer | | | | |
| Step 2 | 74,645 | 76,884 | 78,037 | 81,980 |
| Step 1 | 72,842 | 75,027 | 76,152 | 79,999 |
| Classification | Rates from the first pay period to commence on or after 1.1.2004 | Rates from the first pay period to commence on or after 1.7.2004 | Rates from 27.8.04 | Rates from the first pay period to commence on or after 1.1.2005 |
| | (\$ per annum) | | | |
| Increase | 5.5% | 3% | 1.5% | 3.5% |
| Senior Counsellor | | | | |
| Step 2 | 74,645 | 76,884 | 78,037 | 80,768 |
| Step 1 | 72,842 | 75,027 | 76,152 | 78,817 |
| Senior Head Teacher in TAFE (old classification) | | | | |
| Step 2 | 74,645 | 76,884 | 78,037 | 80,768 |
| Step 1 | 72,842 | 75,027 | 76,152 | 78,817 |
| Head Teacher in TAFE | | | | |
| Band 2 | 72,842 | 75,027 | 76,152 | 78,817 |
| Band 1 | 67,041 | 69,052 | 70,088 | 72,541 |
| Head Teacher in TAFE (old classification) | | | | |
| Step 2 | 69,785 | 71,879 | 72,957 | 75,510 |
| Step 1 | 67,041 | 69,052 | 70,088 | 72,541 |
| Special Program Coordinator | | | | |
| Step 2 | 69,785 | 71,879 | 72,957 | 75,510 |
| Step 1 | 67,041 | 69,052 | 70,088 | 72,541 |

10. Delete paragraphs 1.1.3 and 1.1.4, of clause 1, Definitions, of Schedule 12 - Excess Travel and Compensation for Travel on Official Business - TAFE Teachers, and insert in lieu thereof the following new paragraphs:

1.1.3 "Teacher" means - all persons employed permanently or temporarily in TAFE in teaching positions, including head teachers, special program coordinators, TAFE counsellors, adult literacy officers, and persons employed as part time casual teachers.

1.1.4 "Teaching Program" means - the teacher's approved program. This includes direct teaching and other duties as well as approved releases (eg for prescribed course of teacher education) and would normally be the program as approved by the teacher's supervisor.

11. Delete subclause 3.2, of clause 3, Excess Travel Time, of the said Schedule 12, and insert in lieu thereof the following:

3.2 Payment for excess travelling time shall be at the teacher's ordinary rate of pay on an hourly basis, calculated as follows:

3.2.1 For full time teachers:

$$\text{Annual salary} \quad \times \quad 5/260.8929 \quad \times \quad 1/30$$

3.2.2 For part time casual teachers:

Duties Other Than Teaching (DOTT) rate

12. This variation shall take effect :
- (i) in respect of the variations made to clauses 2 and 59 on and from 18 July 2005;
 - (ii) in respect of the variations made to schedule 5 from the first pay period to commence on or after 1 July 2004;
 - (iii) in respect of the variations made to clause 54 on and from 3 June 2005;
 - (iv) in respect of the variations made to schedule 11 from the first pay period to commence on or after 1 January 2004;
 - (v) in respect of the variations made to schedule 12 on and from 7 February 2005.

F. L. WRIGHT *J, President.*
M. J. WALTON *J, Vice-President.*
R. P. BOLAND *J.*
J. P. GRAYSON *D.P.*
I. TABBAA, Commissioner.
J. McLEAY, Commissioner.

Printed by the authority of the Industrial Registrar.

(044)

SERIAL C4145

TAB CLERICAL AND ADMINISTRATIVE STAFF AWARD 2000

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Review of Award pursuant to Section 19 of the *Industrial Relations Act* 1996.

(No. IRC 4153 of 2005)

Before Mr Deputy President Grayson

31 October 2005

ORDER OF RESCISSION

The Industrial Relations Commission of New South Wales orders that the TAB Clerical and Administrative Staff award 2000 published 24 January 2003 (338 I.G. 45) as varied, be rescinded on and from 31 October 2005.

J. P. GRAYSON *D.P.*

Printed by the authority of the Industrial Registrar.

INDUSTRIAL GAZETTE

VOLUME 354

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Key to Abbreviations Used:

| | | |
|----------------|---|--|
| <i>(ACC)</i> | — | <i>Award of Conciliation Commissioner/Committee.</i> |
| <i>(AIC)</i> | — | <i>Award of Industrial Commission.</i> |
| <i>(AIRC)</i> | — | <i>Award of Industrial Relations Commission.</i> |
| <i>(AR)</i> | — | <i>Award Reprint (Consolidation).</i> |
| <i>(ART)</i> | — | <i>Award of Retail Trade Industrial Tribunal.</i> |
| <i>(CD)</i> | — | <i>Contract Determination.</i> |
| <i>(ERR)</i> | — | <i>Erratum.</i> |
| <i>(OCC)</i> | — | <i>Order of Conciliation Commissioner.</i> |
| <i>(OIC)</i> | — | <i>Order of Industrial Commission.</i> |
| <i>(OIRC)</i> | — | <i>Order of Industrial Relations Commission.</i> |
| <i>(OIR)</i> | — | <i>Order of Industrial Registrar.</i> |
| <i>(RIRC)</i> | — | <i>Reviewed Award.</i> |
| <i>(RVIRC)</i> | — | <i>Variation - Reviewed Award.</i> |
| <i>(VCC)</i> | — | <i>Variation by Conciliation Commissioner/Committee.</i> |
| <i>(VCD)</i> | — | <i>Variation of Contract Determination.</i> |
| <i>(VIC)</i> | — | <i>Variation by Industrial Commission.</i> |
| <i>(VIR)</i> | — | <i>Variation by Industrial Registrar.</i> |
| <i>(VIRC)</i> | — | <i>Variation by Industrial Relations Commission.</i> |
| <i>(VRT)</i> | — | <i>Variation by Retail Trade Industrial Tribunal.</i> |
| <i>(VSW)</i> | — | <i>Variation following State Wage Case.</i> |

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