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NEW SOUTH WALES
INDUSTRIAL GAZETTE

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CHARITABLE INSTITUTIONS (PROFESSIONAL PARAMEDICAL STAFF) (STATE) AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete subclause 3.10 of clause 3, Salaries, of the award published 31 August 2001, (327 I.G. 399), and reprinted 27 January 2012, (372 I.G. 32), and insert in lieu thereof the following:
 - 3.10 The rates of pay in this award include the adjustments payable under the State Wage Case 2015. These adjustments may be offset against:
 - (i) Any equivalent over award payments, and/or
 - (ii) Award wage increases other than State Wage Case adjustments
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Salaries

	Current Rate/week \$	% increase	2015 Adjustment / week \$
Scientific Officer			
1st year of service	857.50	2.5	878.90
2nd year of service	880.30	2.5	902.30
3rd year of service	919.00	2.5	942.00
4th year of service	965.00	2.5	989.10
5th year of service	1,014.60	2.5	1,040.00
6th year of service	1,060.70	2.5	1,087.20
7th year of service	1,097.50	2.5	1,124.90
8th year of service & thereafter	1,125.10	2.5	1,153.20
Senior Scientific Officer			
1st year of service	1,191.60	2.5	1,221.40
2nd year of service	1,223.50	2.5	1,254.10
3rd year of service	1,250.90	2.5	1,282.20
4th year of service	1,278.20	2.5	1,310.20
5th year of service	1,306.70	2.5	1,339.40
6th year of service	1,342.70	2.5	1,376.30
7th year of service	1,376.10	2.5	1,410.50
8th year of service & thereafter	1,404.90	2.5	1,440.00
Senior Scientific Officer in Charge			
In charge of a section of a laboratory -			

- 1st year	1,191.60	2.5	1,221.40
- 2nd year	1,223.50	2.5	1,254.10
- 3rd year & thereafter	1,250.90	2.5	1,282.20
In charge of a laboratory of an agency having an ADA of -			
Less than 200 ADA -			
- 1st year	1,278.20	2.5	1,310.20
- 2nd year	1,306.70	2.5	1,339.40
- 3rd year & thereafter	1,342.70	2.5	1,376.30
More than 200 ADA -			
- 1st year	1,342.70	2.5	1,376.30
- 2nd year	1,376.20	2.5	1,410.60
- 3rd year & thereafter	1,404.90	2.5	1,440.00
Principal Scientific Officer			
1st year of service	1,443.00	2.5	1,479.10
2nd year of service	1,473.00	2.5	1,509.80
3rd year of service	1,506.10	2.5	1,543.80
4th year of service	1,536.20	2.5	1,574.60
5th year of service	1,567.20	2.5	1,606.40
6th year of service	1,598.40	2.5	1,638.40
7th year of service	1,629.70	2.5	1,670.40
8th year of service	1,661.10	2.5	1,702.60
9th year of service	1,691.90	2.5	1,734.20
10th year of service & thereafter	1,724.10	2.5	1,767.20
Trainee Scientific Officer			
1st year of service	577.50	2.5	591.90
2nd year of service	631.60	2.5	647.40
3rd year of service	657.60	2.5	674.00
4th year of service	717.50	2.5	735.40
5th year of service	780.00	2.5	799.50
6th year of service	830.70	2.5	851.50
Medical Records Administrator			
Grade 1	846.50	2.5	867.70
Grade 2	859.20	2.5	880.70
Grade 3	871.70	2.5	893.50
Grade 4	883.60	2.5	905.70
Grade 5	900.00	2.5	922.50
Grade 6	914.00	2.5	936.90
Grade 7	929.80	2.5	953.00
Grade 8	967.40	2.5	991.60
Nurse Counsellor			
1st year of service	846.20	2.5	867.40
2nd year of service	874.90	2.5	896.80
3rd year of service	914.00	2.5	936.90
4th year of service	949.50	2.5	973.20
5th year of service	990.80	2.5	1,015.60
6th year of service	1,024.70	2.5	1,050.30
7th year of service	1,054.00	2.5	1,080.40
8th year of service	1,079.40	2.5	1,106.40
9th year of service	1,120.00	2.5	1,148.00
Dental Officer			
On appointment -			
Less than 2 years' service	968.60	2.5	992.80
with 2 and less than 4 years' service	1,030.40	2.5	1,056.20
with 4 and less than 5 years' service	1,086.80	2.5	1,114.00
with 5 or more years' service	1,151.80	2.5	1,180.60
on completion of 12 months on maximum of scale-			

1st year	1,217.70	2.5	1,248.10
2nd year	1,279.70	2.5	1,311.70
Senior Dentist			
1st year	1,316.60	2.5	1,349.50
2nd year	1,352.50	2.5	1,386.30
Dental Chairside Assistant			
1st year of service	508.30	2.5	521.00
2nd year of service	545.90	2.5	559.50
3rd year of service	581.30	2.5	595.80
4th year of service	622.60	2.5	638.20
5th year of service	655.30	2.5	671.70
6th year of service	696.40	2.5	713.80
7th year of service	713.50	2.5	731.30
8th year of service	723.40	2.5	741.50
9th year of service	732.50	2.5	750.80
Dietitians			
General Scale -			
1st year of service	880.30	2.5	902.30
2nd year of service	919.00	2.5	942.00
3rd year of service	965.00	2.5	989.10
4th year of service	1,014.60	2.5	1,040.00
5th year of service	1,060.70	2.5	1,087.20
6th year of service	1,097.50	2.5	1,124.90
7th year of service	1,125.10	2.5	1,153.20
Grade 1			
1st year	1,191.60	2.5	1,221.40
2nd year	1,223.50	2.5	1,254.10
Therapists (other than Speech Pathologists)			
1st year of service	857.50	2.5	878.90
2nd year of service	880.30	2.5	902.30
3rd year of service	919.00	2.5	942.00
4th year of service	965.00	2.5	989.10
5th year of service	1,014.60	2.5	1,040.00
6th year of service	1,060.70	2.5	1,087.20
7th year of service	1,097.50	2.5	1,124.90
8th year of service & thereafter	1,125.10	2.5	1,153.20
Speech Pathologists			
1st year of service	857.50	2.5	878.90
2nd year of service	880.30	2.5	902.30
3rd year of service	919.00	2.5	942.00
4th year of service	965.00	2.5	989.10
5th year of service	1,014.60	2.5	1,040.00
6th year of service	1,060.70	2.5	1,087.20
7th year of service	1,097.50	2.5	1,124.90
8th year of service & thereafter	1,125.10	2.5	1,153.20
Audiologists			
1st year of service	839	2.5	860.00
2nd year of service	867.70	2.5	889.40
3rd year of service	907.10	2.5	929.80
4th year of service	945.20	2.5	968.80
5th year of service	985.50	2.5	1,010.10
6th year of service	1,023.30	2.5	1,048.90
7th year of service	1,053.70	2.5	1,080.00
8th year of service	1,083.40	2.5	1,110.50
9th year of service	1,119.50	2.5	1,147.50
Psychologists			

1st year of service	840.00	2.5	861.00
2nd year of service	868.40	2.5	890.10
3rd year of service	906.60	2.5	929.30
4th year of service	943.60	2.5	967.20
5th year of service	984.60	2.5	1,009.20
6th year of service	1,022.70	2.5	1,048.30
7th year of service	1,052.60	2.5	1,078.90
8th year of service	1,118.50	2.5	1,146.50
Clinical Psychologists			
1st year of service	1,082.00	2.5	1,109.10
2nd year of service	1,134.90	2.5	1,163.30
3rd year of service	1,183.80	2.5	1,213.40
4th year of service	1,237.00	2.5	1,267.90
5th year of service	1,286.20	2.5	1,318.40

Table 2 - Allowances

Item No.	Clause No.	Allowance		Current Rate \$	% change	2015 Adjust-ment \$
1	3.1 (d)	Qualification Allowance	Per week	46.56	2.5	47.72
2	3.8 (c)	Audiologist's Allowance	Per week	57.58	2.5	59.02
3	3.7 (c)	In Charge Allowance				
		- In charge of 1 to 5 other therapists of the same discipline	Per week	132.67	2.5	135.99
		- In charge of 6 to 9 other therapists of the same discipline	Per week	178.11	2.5	182.56
		- In charge of 10 to 19 other therapists of the same discipline	Per week	215.76	2.5	221.15
		- In charge of 20 or more other therapists of the same discipline	Per week	254.45	2.5	260.81
4	3.7 (c)	Senior Assistant's Allowance	Per week	26.32	2.5	26.98
5	3.7 (c)	Location Responsibility Allowance				
		- Responsible for 4 to 5 other therapists of the same discipline	Per week	52.95	2.5	54.27
		- Responsible for 6 to 9 other therapists of the same discipline	Per week	78.14	2.5	80.09
		- Responsible for 10 or more therapists of the same discipline	Per week	97.49	2.5	99.93
6	3.7 (c)	Sole Therapist's Allowance	Per week	38.68	2.5	39.65
7	7.2	Scientific Officers - On-Call Allowance	Per On-call	13.94	2.5	14.29
8	7.3	Therapists - On-Call Allowance	Per on-call	9.23	2.5	9.46
			Per week	46.22	2.5	47.38
9	7.4	Medical Records Administrators-On-Call Allowance	Per on-call	9.23	2.5	9.46
			Per week	46.22	2.5	47.38
10	10.2 (a)	Breakfast Allowance*	Per shift	6.66	1.5	6.76
11	10.2 (b)	Evening Meal Allowance*	Per shift	11.11	1.5	11.28
12	10.2 (c)	Luncheon Allowance*	Per shift	8.90	1.5	9.03
13	21.2	Travelling Allowance*	Per Kilometre	0.59	1.5	0.60
14	22.3	Uniform Allowance*	Per week	1.84	1.5	1.87
15	22.4	Laundry Allowance*	Per week	1.04	1.5	1.06

Note: allowances marked * increased by 1.5% CPI

3. This variation shall take effect from the beginning of the first pay period to commence on or after 28 September 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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CHARITABLE SECTOR AGED AND DISABILITY CARE SERVICES (STATE) AWARD 2003

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete subclause (iv) of clause 5, Wages, of the award published 7 May 2004 (344 I.G. 331) and reprinted 27 January 2012 (372 I.G. 62), as varied, and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage case 2015. These adjustments may be offset against:
 - (i) Any equivalent over award payments, and/or
 - (ii) Award wage increases other than State Wage Case adjustments
2. Delete Table 1 and 2 in Part "B" of the said Charitable, Aged and Disability Care Services (State) Award 2003 and insert in lieu thereof the following:

Table 1 - Monetary Rates

	Current Rate p/week \$	% Increase	2015 Adjustment p/week \$
Care Service Employees			
New Entrant Grade 1 Junior	637.80	2.5	653.70
Grade 1	744.50	2.5	763.10
Grade 2	791.20	2.5	811.00
Grade 3	838.60	2.5	859.60
Grade 4			
- Level 1	882.20	2.5	904.30
- Level 2	957.50	2.5	981.40
Grade 5 from	1,021.20	2.5	1046.70
to	1,509.00	2.5	1546.70

Note:- Employees classified and paid as Recreational Activities Officers as at 10 November, 1998 be reclassified in accordance with the new definitions of Care Service Employee. Employees reclassified at Grade 2 by virtue of the above exercise, shall be paid at Grade 3 from the effective date of this award, and continue to be so paid whilst employed in the provision of recreational activities by their current employer. These employees may be required to perform the duties of a Level 3 Care Services Employee where they have the skill and competence to do so.

Note:- Salary Band-Grade 5 - Employers and employees may negotiate a rate within the salary band as shown. For the purposes of this award, the rate so negotiated shall be deemed to be the employee's award rate of pay. Salaries in excess of the salary band may also be negotiated between the parties.

	Current Rate p/week \$	% Increase	2015 Adjustment p/week \$
Maintenance Supervisors			
Maintenance Supervisor (Otherwise)	876.10	2.5	898.00
Maintenance Supervisor (Otherwise) - in charge of staff	895.00	2.5	917.40
Maintenance Supervisor (Tradesperson)	949.90	2.5	973.60
Catering Officer			
Trainee Catering Officer			
1st year	775.00	2.5	794.40
2nd year	789.00	2.5	808.70
3rd year	805.00	2.5	825.10
Assistant Catering Officer			
80-120 beds	812.90	2.5	833.20
120-300 beds	865.80	2.5	887.40
300-500 beds	929.00	2.5	952.20
500-1000 beds	953.80	2.5	977.50
Catering Officer			
80-120 beds	904.00	2.5	926.60
120-200 beds	929.00	2.5	952.20
200-300 beds	953.80	2.5	977.60
300-500 beds	1,001.40	2.5	1026.40
500-1000 beds	1,080.90	2.5	1107.90
Diversional Therapist			
1st year of experience	808.60	2.5	828.80
2nd year of experience	848.80	2.5	870.00
3rd year of experience	888.60	2.5	910.80
4th year of experience	928.30	2.5	951.50
5th year of experience and thereafter	966.30	2.5	990.50
Apprentices			
Apprentice Cook			
1st year	503.30		515.80
2nd year	691.90		709.20
3rd year	775.80		795.10
Apprentice Gardener			
1st year	419.30	2.5	429.80
2nd year	503.30	2.5	515.80
3rd year	670.90	2.5	687.70
4th year	754.80	2.5	773.60
Homecare Employees			
Homecare Employee			
Grade 1	748.90	2.5	767.60
Grade 2	785.70	2.5	805.30
Grade 3	840.00	2.5	861.00
Live-in Homecarers			
Grade 1	Weekly Rate		998.00
Grade 2	Weekly Rate		1127.50
Grade 3	Weekly Rate		1306.50
Clerical & Administrative Employees			
Juniors			
At 16 years of age and under	407.30	2.5	417.50
At 17 years of age	461.60	2.5	473.10
At 18 years of age	529.30	2.5	542.50
At 19 years of age	596.40	2.5	611.30

At 20 years of age	657.60	2.5	674.00
Adults			
Grade 1	803.50	2.5	823.60
Grade 2	851.30	2.5	872.60
Grade 3	901.30	2.5	923.80
Grade 4	941.20	2.5	964.70
Grade 5	983.70	2.5	1008.30

Note 1: Any employee paid on a classification/grade carrying a higher wage rate as at 10 November, 1998 shall have the difference between the higher rate and the new agreed grade/rate preserved whilst remaining to undertake the duties associated with the classification held prior to the date referred to above.

Note 2: Clerks who are paid at a grade above that of Grade 5 as at 10 November, 1998 shall have the difference between that grade, inclusive of the 1998 State Wage Case Increase, and the new agreed grade preserved whilst employed in a clerical position with their current employer.

Table 2 - Allowances

Item No.	Clause No.	Brief description		2014 Rate \$	% change	2015 SWC Rate \$
1	9(xi)(c)	Broken Shift	Per shift	9.50	2.5	9.74
2	9(iii)(a)	Overtime - Breakfast*	Per Meal	12.69	1.5	12.88
3	9(iii)(b)	Overtime - Luncheon*	Per Meal	16.39	1.5	16.64
4	9(iii)(c)	Overtime - Evening meal*	Per Meal	23.93	1.5	24.29
5	10(iii)(b)	Overtime - recall use of own vehicle*	Per Kilometre	0.35	1.5	0.36
6	10(iii)(c)	On Call Allowance	Per Day (24 Hrs)	15.47	2.5	15.86
7	14(i)	Climactic & Isolation	Per Week	6.16	2.5	6.31
8	14(ii)	Climatic & Isolation	Per Week	11.64	2.5	11.93
9	17(i)(a)	Cleaning Scraping Work - Confined Space	Per Hour	0.59	2.5	0.60
10	17(i)(b)	Cleaning Scraping Work - Boiler/Flue	Per Hour	0.93	2.5	0.95
11	17 (iii)	Linen Handling - Nauseous Nature	Per Hour	0.29	2.5	0.30
12	17 (v)	Use of own Vehicle	Per Week	0.66	2.5	0.68
13	17 (ix)	Laundry & Dry Cleaning certificate Allowance	Per Week	10.24	2.5	10.50
14	28 (ii)	Leading Hand Allowance - in charge 2-5 employees	Per Week	25.19	2.5	25.82
15	28 (ii)	Leading hand Allowance - in charge 6-10 employees	Per Week	36.03	2.5	36.93
16	28 (ii)	Leading hand Allowance - In charge 11-15 employees	Per Week	45.50	2.5	46.64
17	28 (ii)	Leading hand Allowance - in charge 16-19 employees	Per Week	55.57	2.5	56.96
18	30(i)(c)	Uniform Allowance*	Per Week	6.50	1.5	6.60
19	30(i)(d)	Special Type Shoes Allowance*	Per Week	2.01	1.5	2.04
20	30(i)(e)	Cardigan or Jumper Allowance*	Per Week	1.94	1.5	1.97
21	30(i)(f)	Laundry Allowance - Uniform*	Per week	5.38	1.5	5.46
22	31(ii)(d)	Sleepover Allowance	Per Shift	44.98	2.5	46.10
23	41(iv)	Apprentice - TAFE Examination Allowance	Per Week	2.10	2.5	2.15

Note: Allowances marked * increased by 1.5% CPI

3. This variation shall take effect from the beginning of the first pay period to commence on or after 28 September 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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CHARITABLE, AGED AND DISABILITY CARE SERVICES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete subclause (iii) in clause 5, Wages, of the award published 21 June 2002 (344 I.G. 601) and reprinted 27 January 2012 (372 I.G. 127) and insert in lieu thereof the following:
 - (iii) The rates of pay in this award include the adjustments payable under the State Wage Case 2015. These adjustments may be offset against:
 - (i) Any equivalent over award payments, and/or
 - (ii) Award wage increases other than State Wage Case adjustments

2. Delete Tables 1 and 2 in Part B and insert in lieu thereof the following:

Table 1 - Monetary Rates

	Current Rate p/week \$	% Increase	2015 Adjustment p/week \$
Care Service Employees			
New Entrant Grade 1 Junior	637.80	2.5	653.70
Grade 1	744.50	2.5	763.10
Grade 2	791.20	2.5	811.00
Grade 3	838.60	2.5	859.60
Grade 4			
- Level 1	882.20	2.5	904.30
- Level 2	957.50	2.5	981.40
Grade 5 from	1,021.20	2.5	1046.70
To	1,509.00	2.5	1546.70

Note:- Employees classified and paid as Recreational Activities Officers as at 10 November, 1998 be reclassified in accordance with the new definitions of Care Service Employee. Employees reclassified at Grade 2 by virtue of the above exercise, shall be paid at Grade 3 from the effective date of this award, and continue to be so paid whilst employed in the provision of recreational activities by their current employer. These employees may be required to perform the duties of a Level 3 Care Services Employee where they have the skill and competence to do so.

Note:- Salary Band-Grade 5 - Employers and employees may negotiate a rate within the salary band as shown. For the purposes of this award, the rate so negotiated shall be deemed to be the employee's award rate of pay. Salaries in excess of the salary band may also be negotiated between the parties.

	Current Rate p/week \$	% Increase	2015 Adjustment p/week \$
Maintenance Supervisors			
Maintenance Supervisor (Otherwise)	876.10	2.5	898.00
Maintenance Supervisor (Otherwise) - in charge of staff	895.00	2.5	917.40
Maintenance Supervisor (Tradesperson)	949.90	2.5	973.60
Catering Officer			
Trainee Catering Officer			
1st year	775.00	2.5	794.40
2nd year	789.00	2.5	808.70
3rd year	805.00	2.5	825.10
Assistant Catering Officer			
80-120 beds	812.90	2.5	833.20
120-300 beds	865.80	2.5	887.40
300-500 beds	929.00	2.5	952.20
500-1000 beds	953.80	2.5	977.50
Catering Officer			
80-120 beds	904.00	2.5	926.60
120-200 beds	929.00	2.5	952.20
200-300 beds	953.80	2.5	977.60
300-500 beds	1,001.40	2.5	1026.40
500-1000 beds	1,080.90	2.5	1107.90
Diversional Therapist			
1st year of experience	808.60	2.5	828.80
2nd year of experience	848.80	2.5	870.00
3rd year of experience	888.60	2.5	910.80
4th year of experience	928.30	2.5	951.50
5th year of experience and thereafter	966.30	2.5	990.50
Apprentices			
Apprentice Cook			
1st year	503.30	2.5	515.80
2nd year	691.90	2.5	709.20
3rd year	775.80	2.5	795.10
Apprentice Gardener			
1st year	419.30	2.5	429.80
2nd year	503.30	2.5	515.80
3rd year	670.90	2.5	687.70
4th year	754.80	2.5	773.60
Homecare Employees			
Homecare Employee			
Grade 1	748.90	2.5	767.60
Grade 2	785.70	2.5	805.30
Grade 3	840.00	2.5	861.00
Live-in Homecarers			
Grade 1	Weekly Rate		998.00
Grade 2	Weekly Rate		1127.50
Grade 3	Weekly Rate		1306.50
Clerical & Administrative Employees			
Juniors			
At 16 years of age and under	407.30	2.5	417.50
At 17 years of age	461.60	2.5	473.10
At 18 years of age	529.30	2.5	542.50
At 19 years of age	596.40	2.5	611.30
At 20 years of age	657.60	2.5	674.00

Adults			
Grade 1	803.50	2.5	823.60
Grade 2	851.30	2.5	872.60
Grade 3	901.30	2.5	923.80
Grade 4	941.20	2.5	964.70
Grade 5	983.70	2.5	1008.30

Note 1: Any employee paid on a classification/grade carrying a higher wage rate as at 10 November, 1998 shall have the difference between the higher rate and the new agreed grade/rate preserved whilst remaining to undertake the duties associated with the classification held prior to the date referred to above.

Note 2: Clerks who are paid at a grade above that of Grade 5 as at 10 November, 1998 shall have the difference between that grade, inclusive of the 1998 State Wage Case Increase, and the new agreed grade preserved whilst employed in a clerical position with their current employer.

Table 2 - Allowances

Item No.	Clause No.	Brief description		Current Rate	% change	2015 Adjust-ment
				\$		\$
1	9(xi)(c)	Broken Shift	Per shift	9.50	2.5	9.74
2	9(iii)(a)	Overtime - Breakfast*	Per Meal	12.69	2.5	12.88
3	9(iii)(b)	Overtime - Luncheon*	Per Meal	16.39	2.5	16.64
4	9(iii)(c)	Overtime - Evening meal*	Per Meal	23.93	2.5	24.29
5	10(iii)(b)	Overtime - recall use of own vehicle*	Per Kilometre	0.35	2.5	0.36
6	10(iii)(c)	On Call Allowance	Per Day (24 Hrs)	15.47	2.5	15.86
7	14(i)	Climactic & Isolation	Per Week	6.16	2.5	6.31
8	14(ii)	Climatic & Isolation	Per Week	11.64	2.5	11.96
9	17(i)(a)	Cleaning Scraping Work - Confined Space	Per Hour	0.59	2.5	0.60
10	17(i)(b)	Cleaning Scraping Work - Boiler/Flue	Per Hour	0.93	2.5	0.95
11	17 (iii)	Linen Handling - Nauseous Nature	Per Hour	0.29	2.5	0.30
12	17 (v)	Use of own Vehicle	Per Week	0.66	2.5	0.68
13	17 (ix)	Laundry & Dry Cleaning certificate Allowance	Per Week	10.24	2.5	10.50
14	28 (ii)	Leading Hand Allowance - in charge 2-5 employees	Per Week	25.19	2.5	25.82
15	28 (ii)	Leading hand Allowance - in charge 6-10 employees	Per Week	36.03	2.5	36.93
16	28 (ii)	Leading hand Allowance - In charge 11-15 employees	Per Week	45.50	2.5	46.64
17	28 (ii)	Leading hand Allowance - in charge 16-19 employees	Per Week	55.57	2.5	56.96
18	30(i)(c)	Uniform Allowance*	Per Week	6.50	2.5	6.60
19	30(i)(d)	Special Type Shoes Allowance*	Per Week	2.01	2.5	2.04
20	30(i)(e)	Cardigan or Jumper Allowance*	Per Week	1.94	2.5	1.97
21	30(i)(f)	Laundry Allowance - Uniform*	Per week	5.38	2.5	5.46
22	31(ii)(d)	Sleepover Allowance	Per Shift	44.98	2.5	46.10
23	41(iv)	Apprentice - TAFE Examination Allowance	Per Week	2.10	2.5	2.15

Note: Allowances marked * increased by 1.5% CPI

3. This variation shall take effect from the beginning of the first pay period to commence on or after 28 September 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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CLERICAL AND ADMINISTRATIVE EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete Part B Monetary Rates, of the award published 17 March 2006 and reprinted 27 January 2012 (372 I.G. 187), and insert in lieu the following:

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

The following Minimum rates of wages shall take effect from the first pay period to commence on or after 16 December 2012.

Grade	SWC 2012 %	Weekly Rate From 16/12/12 \$	SWC 2013 %	Weekly Rate From 16/12/13 \$	SWC 2014 %	Weekly Rate From 16/12/14 \$	SWC 2015 %	Weekly Rate From 16/12/15 \$
1	2.5	659.90	2.27	674.90	2.38	691.00	2.5	708.30
2	2.5	684.50	2.27	700.00	2.38	716.70	2.5	734.60
3	2.5	723.90	2.27	740.30	2.38	757.90	2.5	776.80
4	2.5	772.70	2.27	790.20	2.38	809.00	2.5	829.20
5	2.5	843.70	2.27	862.90	2.38	883.40	2.5	905.50

Table 2 - Junior Wages

The minimum rates of wages per week for junior employees shall be as follows:

- (a) Equivalent to grade 3 or above

Age	SWC 2012 %	Weekly Rate From 16/12/12 Increase \$	SWC 2013 %	Weekly Rate From 16/12/13 Increase \$	SWC 2014 %	Weekly Rate From 16/12/14 Increase \$	SWC 2015 %	Weekly Rate From 16/12/15 Increase \$
At 17 years of age	2.5	348.40	2.27	356.30	2.38	364.8	2.5	373.90
At 18 years of age	2.5	430.50	2.27	440.30	2.38	450.80	2.5	462.10
At 19 years of age	2.5	492.00	2.27	503.20	2.38	515.20	2.5	528.10
At 20 years of age	2.5	580.90	2.27	594.10	2.38	608.20	2.5	623.40

(b) All other junior employees

Age	SWC 2012 %	Weekly Rate From 16/12/12 Increase \$	SWC 2013 %	Weekly Rate From 16/12/13 Including 2013 Increase \$	SWC 2014 %	Weekly Rate From 16/12/14 Including 2014 Increase \$	SWC 2015 %	Weekly Rate From 16/12/15 Including 2015 Increase \$
Under 17 years of age	2.5	261.50	2.27	267.40	2.38	273.80	2.5	280.60
At 17 years of age	2.5	327.40	2.27	334.80	2.38	342.80	2.5	351.40
At 18 years of age	2.5	401.30	2.27	410.40	2.38	420.20	2.5	430.70
At 19 years of age	2.5	455.00	2.27	465.30	2.38	476.40	2.5	488.30
At 20 years of age	2.5	535.40	2.27	547.60	2.38	560.60	2.5	574.60

Table 3 - Telephone Canvassers (Other than For The Sale Of Goods)

Classification	SWC 2012	Weekly Rate Full-time From 16/12/12	SWC 2013	Weekly Rate Full-time From 16/12/13	SWC 2014	Weekly Rate Full-time From 16/12/14	SWC 2015	Weekly Rate Full-time From 16/12/15	Weekly Rate Part-time (Weekly rate divided by 38)	Hourly rate Casual (Weekly rate divided by 38 plus 20% loading Includes 1/12 holiday pay) \$
	%	\$	%	\$	%	\$	%	\$	\$	\$
Telephone Canvasser	2.5	633.70	2.27	648.10	2.38	663.50	2.5	680.10	17.90	23.27

Table 4 - Other Rates and Allowances

Item No.	Clause	Brief Description	2012 Amount \$	2013 Amount \$	2014 Amount \$	2015 Amount \$
1	9.9.1	Saturday Loadings: Adult Employees under 21 years of age	18.90 12.75	19.35 13.05	19.80 13.35	20.30 13.70
2	10.3.2	Meal Money (shift Work)	13.65	13.95	14.30	14.65
3	13.1	Meal Allowance (Overtime)	13.65	13.95	14.30	14.65
4	13.5	Own Car Allowance: per week For vehicle 1,500cc and under For a vehicle over 1,500cc	100.45 124.15	102.70 126.95	105.15 129.95	107.80 133.20
5	13.5	Own Car allowance For use on a casual or incidental basis	0.67 per Km	0.69 per Km	0.71 per Km	0.73 per Km
6	13.7	First-Aid Allowance	11.30	11.55	11.80	12.10

2. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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HEALTH, FITNESS AND INDOOR SPORTS CENTRES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete paragraph (d) of subclause (vi), of clause 28, Traineeships of the award published 4 May 2001 (324 I.G. 497) and reprinted 27 January 2012 (372 I.G. 383) and insert in lieu thereof the following:

(d) The rates of pay in this award include the adjustments payable under the State Wage Case 2015.

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 adjustment.
2. Delete subparagraph (ii) of paragraph (g) of subclause (vi) 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 SWC 2013 (2.27%) \$	Second Year of Traineeship SWC 2013 (2.27%) \$	First Year of Traineeship SWC 2014 (2.38%) \$	Second Year of Traineeship SWC 2014 (2.38%) \$	First Year of Traineeship SWC 2015 (2.5%) \$	Second Year of Traineeship SWC 2015 (2.5%) \$
Industry/Skill Level A	602.00	626.00	616.30	640.90	631.70	656.90
Industry/Skill Level B	581.00	602.00	594.80	616.30	609.70	631.70
Industry/Skill Level C	526.00	545.00	538.50	558.00	552.00	571.95

3. Delete clause 31, State Wage Case Adjustment, and insert in lieu thereof the following:

31. State Wage Case Adjustment

The rates of pay in this award include the adjustments payable under the State Wage Case 2015. 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.
4. Delete Part B, Monetary Rates, and Part C, Trainee Monetary Rates and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Rates of Pay

Grade	Full Time SWC 2013 (2.27%) \$	Hourly Rate SWC 2013 (2.27%) \$	Full Time SWC 2014 (2.38%) \$	Hourly Rate SWC 2014 (2.38%) \$	Full Time SWC 2015 (2.5%) \$	Hourly Rate SWC 2015 (2.5%) \$
Level 1	628.00	16.60	642.90	17.00	659.00	17.40
Level 2	648.00	17.10	663.40	17.50	680.00	17.90
Level 3A	674.90	17.80	691.00	18.20	708.30	18.70
Level 3B	694.60	18.30	711.10	18.70	728.90	19.10
Level 4	698.00	18.40	714.60	18.80	732.50	19.30
Level 5	740.30	19.50	757.90	20.00	776.80	20.50
Level 6	816.00	21.50	835.40	22.00	856.30	22.60

Junior Rates for Levels 1, 2 and 3	Percentage of Appropriate Adult Rate %
At 16 years and under	55
At 17 years	65
At 18 years	75
At 19 years	85
At 20 years	100

Table 2 - Other Rates and Allowances

Item. No	Clause No.	Brief Description	Amount Per Week	Amount Per Week	Amount Per Week
			SWC 2013 (2.27%) \$	SWC 2014 (2.38%) \$	SWC 2015 (2.5%) \$
1	2(c)	Supervisory loadings - Up to 5 employees	26.30 per week	26.90 per week	27.60 per week
2	2(c)	Supervisory loadings - 6 to 10 employees	35.80 per week	36.70 per week	37.60 per week
3	2(c)	Supervisory loadings - 11 or more employees	48.20 per week	49.30 per week	50.50 per week
4	21(a)	First-aid allowance	12.40 per week 2.40 per shift	12.70 per week 2.45 per shift	13.00 per week 2.50 per shift

5	23(a)	Stocking allowance	3.40 per week 0.72 per day	3.50 per week 0.74 per day	3.60 per week 0.76 per shift
	23(b)	Toilet cleaning allowance	10.10	10.30	10.60
	23(c)	Laundry Allowance	8.70 per week 1.75 per day	8.90 per week 1.80 per day	9.10 per week 1.85 per day
	23(d)	Broken Shift Allowance: For each broken shift so worked Excess fares allowance	13.20 per day 8.90 per week 1.75 per day	13.50 per day 9.10 per week 1.80 per day	13.80 per day 9.30 per week 1.85 per day

Table 3 - Base Rate

	Relativity	Amount Per Week (includes 2.5% for 2015)
	%	\$
Level 1	78	321.20
Level 2	82	337.60
Level 3A	87.4	360.00
Level 3B	91.5	376.80
Level 4	92	378.80
Level 5	100	411.70
Level 6	115	473.60

Table 4 - Supplementary Payments

	Relativity	Supplementary Payments (includes 2.5% for 2015)
	%	\$
Level 1	78	99.80
Level 2	82	102.20
Level 3A	87.4	105.30
Level 3B	91.5	107.00
Level 4	92	107.90
Level 5	100	112.90
Level 6	115	124.40

PART C**TRAINEE 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.

	Year 10 SWC 2013 2.27% \$	Year 11 SWC 2013 2.27% \$	Year 12 SWC 2013 2.27% \$	Year 10 SWC 2014 2.38% \$	Year 11 SWC 2014 2.38% \$	Year 12 SWC 2014 2.38% \$	Year 10 SWC 2015 2.5% \$	Year 11 SWC 2015 2.5% \$	Year 12 SWC 2015 2.5% \$
School Leaver	283.70	312.40	375.30	290.50	319.80	384.20	297.80	327.80	393.80
Plus 1 year out of school	312.40	375.30	437.30	319.80	384.20	447.70	327.80	393.80	458.90
Plus 2 years	374.90	437.30	507.20	383.80	447.70	519.30	393.40	458.90	532.30

Plus 3 years	437.30	507.20	580.20	447.70	519.30	594.00	458.90	532.30	608.90
Plus 4 years	507.20	580.20	580.20	519.30	594.00	594.00	532.30	608.90	608.90
Plus 5 years or more	580.20	580.20	580.20	594.00	594.00	594.00	608.90	608.90	608.90

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.

	Year 10 SWC 2013 2.27% \$	Year 11 SWC 2013 2.27% \$	Year 12 SWC 2013 2.27% \$	Year 10 SWC 2014 2.38% \$	Year 11 SWC 2014 2.38% \$	Year 12 SWC 2014 2.38% \$	Year 10 SWC 2015 2.5% \$	Year 11 SWC 2015 2.5% \$	Year 12 SWC 2015 2.5% \$
School Leaver	283.70	312.70	363.30	290.50	320.10	371.90	297.80	328.10	381.20
Plus 1 year out of school	312.70	363.30	418.00	320.10	371.90	427.90	328.10	381.20	438.60
Plus 2 years	363.30	418.00	491.00	371.90	427.90	502.70	381.20	438.60	515.30
Plus 3 years	418.10	491.00	559.70	428.10	502.70	573.00	438.80	515.30	587.30
Plus 4 years	491.00	559.70	559.70	502.70	573.00	573.00	515.30	587.30	587.30
Plus 5 years or more	559.70	559.70	559.70	573.00	573.00	573.00	587.30	587.30	587.30

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.

	Year 10 SWC 2013 2.27% \$	Year 11 SWC 2013 2.27% \$	Year 12 SWC 2013 2.27% \$	Year 10 SWC 2014 2.38% \$	Year 11 SWC 2014 2.38% \$	Year 12 SWC 2014 2.38% \$	Year 10 SWC 2015 2.5% \$	Year 11 SWC 2015 2.5% \$	Year 12 SWC 2015 2.5% \$
School Leaver	284.70	312.70	360.00	291.50	320.10	368.60	298.80	328.10	377.80
Plus 1 year out of school	312.70	360.00	405.00	320.10	368.60	414.60	328.10	377.80	425.00
Plus 2 years	360.00	405.00	451.30	368.60	414.60	462.00	377.80	425.00	473.60
Plus 3 years	405.00	451.30	504.90	414.60	462.00	516.90	425.00	473.60	529.80
Plus 4 years	452.00	504.90	504.90	462.80	516.90	516.90	474.40	529.80	529.80
Plus 5 years or more	504.90	504.90	504.90	516.90	516.90	516.90	529.80	529.80	529.80

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 11 SWC 2013 (2.27%) \$	Year12 SWC 2013 (2.27%) \$	Year 11 SWC 2014 (2.38%) \$	Year12 SWC 2014 (2.38%) \$	Year 11 SWC 2015 (2.5%) \$	Year 12 SWC 2015 (2.5%) \$
School based Traineeships Skill Levels A, B and C	284.70	312.70	291.50	320.10	298.80	328.10

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

5. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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(007)

SERIAL C8604**MARINE CHARTER VESSELS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete subclause (v) of clause 6, Wages, of the award published 12 April 2002 (331 I.G. 875) and reprinted 27 January 2012 (372 I.G. 420) and insert in lieu thereof the following:
 - (v) The rates of pay in this award include the adjustments payable under the State Wage Case 2015. 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**

Classification	Former Rate Per Week \$	NWC - 2015 (applying a 2.5% increase) Per Week \$	Total Wage Per Week \$
Master (vessels 35m and over)	798.01	19.95	817.96
Engineer (vessels 35m and over)	798.01	19.95	817.96
Master (vessels 20m and over)	716.31	17.91	734.22
Engineer (vessels 20m and over)	716.31	17.91	734.22
Master (vessels under 20m but 18.25 and over)	702.02	17.55	719.57
Engineer (vessels under 20m but 18.25 and Over)	702.02	17.55	719.57
Master (vessels under 18.25m)	698.14	17.45	715.59
General - purpose Hand	632.63	15.81	648.44

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount: \$
1	5(b)	Meal Allowance	11.24
2	6(iii)(a)	Certificate of Competency (per day or part thereof)	4.06
3	14(i)	Uniforms	13.77
4	17	Compensation for Personal Effects	1084.06

3. This variation shall take effect from the beginning of the first pay period to commence on or after 28 September 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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MISCELLANEOUS WORKERS' - KINDERGARTENS AND CHILD CARE CENTRES, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete Part B, Monetary Rates of the award published 16 June 2006 and reprinted 27 January 2012 (372 I.G. 435) and insert in lieu thereof the following:

PART B

MONETARY RATES

TABLE 1B

WAGES - SUPPORT WORKER CLASSIFICATIONS

Classification	Rate at 16/12/12 (2.5%) \$	Rate at 16/12/13 (2.27%) \$	Rate at 16/12/14 (2.38%) \$	Rate at 16/12/15 (2.5%) \$
Support Worker	666.70	681.80	698.00	715.50
Support Worker (Qualified Cook)	682.70	698.20	714.80	732.70

TABLE 1C

NEW WAGES - CHILD CARE CLASSIFICATIONS IN LONG DAY CARE

Level	Step	Rate at 16/12/12 (2.5%) \$	Rate at 16/12/13 (2.27%) \$	Rate at 16/12/14 (2.38%) \$	Rate at 16/12/15 (2.5%) \$
CCW	1	762.70	780.00	798.60	818.60
	2	768.90	786.40	805.10	825.20
	3	774.90	792.50	811.40	831.70
	4	781.20	798.90	817.90	838.30
	5	788.60	806.50	825.70	846.30
ACCW	1	796.10	814.20	833.60	854.40
	2	812.60	831.00	850.80	872.10
	3	838.40	857.40	877.80	899.70
ACCWQ	1	852.40	871.70	892.40	914.70
	2	939.30	960.60	983.50	1008.10
	3	984.70	1007.10	1031.10	1056.90
	4	1033.70	1057.20	1082.40	1109.50

Asst Co-ord		868.90	888.60	909.70	932.40
Asst Co-ord Qual		1056.70	1080.70	1106.40	1134.10
Co-Ord OOSH	L1	930.90	952.00	974.70	999.10
Co-Ord LDC	L2	953.80	975.50	998.70	1023.70
	L3	985.10	1007.50	1031.50	1057.30
	L4	1024.50	1047.80	1072.70	1099.50
Co-Ord Qual OOSH		1137.30	1163.10	1190.80	1220.60
Co-Ord Qual LDC	L2	1160.20	1186.50	1214.70	1245.10
	L3	1191.60	1218.60	1247.60	1278.80
	L4	1230.90	1258.80	1288.80	1321.00

TABLE 1D

NEW WAGES - CHILD CARE CLASSIFICATIONS IN PRE-SCHOOLS

Level	Step	Rate at 16/12/12 (2.5%) \$	Rate at 16/12/13 (2.27%) \$	Rate at 16/12/14 (2.38%) \$	Rate at 16/12/15 (2.5%) \$
CCW	1	735.10	751.80	769.70	788.90
	2	741.20	758.00	776.00	795.40
	3	746.90	763.90	782.10	801.70
	4	752.90	770.00	788.30	808.00
	5	760.10	777.40	795.90	815.80
ACCW	1	767.20	784.60	803.30	823.40
	2	783.00	800.80	819.90	840.40
	3	808.00	826.30	845.00	866.10
ACCWQ	1	821.50	840.10	860.10	881.60
	2	905.00	925.50	947.50	971.20
	3	948.60	970.10	993.20	1018.00
	4	995.80	1018.40	1042.60	1068.70
Asst Co-ord		837.30	856.30	876.70	898.60
Asst Co-ord Qual		1017.90	1041.00	1065.80	1092.40
Co-ordOOSH	L1	900.90	921.40	943.30	966.90
Co-Ord Pre-Sch	L2	923.70	944.70	967.20	991.40
	L3	955.10	976.80	1000.00	1025.00
	L4	994.50	1017.20	1041.40	1067.40
Co-Ord Qual OOSH		1099.40	1124.40	1151.20	1180.00
Co-Ord Qual Pre-Sch	L2	1122.30	1147.80	1175.10	1204.50
	L3	1153.60	1179.80	1207.90	1238.10
	L4	1193.00	1220.10	1249.10	1280.30

TABLE 2
ADDITIONAL RATES AND ALLOWANCES

Item No	Clause No.	Brief Description	Amount 16/12/12 (2.5%) \$	Amount 16/12/13 (2.27%) \$	Amount 16/12/14 (2.38%) \$	Amount 16/12/15 (2.5%) \$
1	10 (ii)(a)	Broken Shift	67.40 Per week	68.90 Per week	70.50 Per week	72.30 Per week
			13.50 Per day	13.80 Per day	14.10 Per day	14.50 Per day
2	10 (ii)(b)	Excess Fares	9.20	9.40	9.60	9.80
3	10 (iii)	Uniform: Laundry Allowance	4.90	5.00	5.10	5.20
4	10 (iv)	Cooks Uniforms: Laundry Allowance	7.80	8.00	8.20	8.40
5	10 (vi)(a)	Qualification Allowance Commercial Cookery Basic Certificate	6.70	6.90	7.10	7.30
6	10 (vi)(b)	Hotel & Restaurant Cookery Certificate	14.10	14.40	14.70	15.10
7	12 (iv)	Meal Money	7.50	7.70	7.90	8.10
8	10(ix)	Authorised Supervisor	36.40 weekly	37.20 weekly	38.10 weekly	39.10 weekly
			7.30 daily	7.50 daily	7.70 daily	7.90 daily

2. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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MISCELLANEOUS WORKERS HOME CARE INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete Part B, Monetary Rates of the award published on 4 August 2000 (317 I.G. 618) and reprinted 2 January 2012 (372 I.G. 490) and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Wage Rates

Classification	Former rate per week effective from first full pay period commencing on or after 16 December 2014 \$	2015 SWC 2.5% \$
Field Staff Grade 1	722.20	740.30
Field Staff Grade 2	750.30	769.10
Field Staff Grade 3	794.40	814.30
Live-in Houseworker Grade 1	938.80	962.40
Live-in Houseworker Grade 2	1050.50	1076.70
Live-in Houseworker Grade 3	1233.30	1264.20

Table 2 - Other Wage Rates

Rate	Field Staff Grade 1 \$	Field Staff Grade 2 \$	Field Staff Grade 3 \$
Part-time minimum daily payment - hourly rate	19.50	20.30	21.40
Casual per hour includes 20% loading	23.40	24.20	25.70
Composite per hour includes 20%	23.40	24.20	25.70
Composite casual per hour includes 20% plus 20%	28.00	29.20	30.90

Table 3 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	9(ii)	Shift Allowance	8.90 for each break in the shift
2	13(iii)	Sleep Over Allowance	45.00 per night
3	16	Meal Money (overtime)	11.20
4	29(i)(a)	Vehicle Allowance	0.82 per kilometre

2. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

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MOTELS, ACCOMMODATION AND RESORTS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete subclause 12.2, of clause 12, Classifications and Wage Rates of the award published 27 July 2012 (373 I.G. 195) and insert in lieu thereof the following:

12.2 Minimum Rates of Pay

Level & Classification	Beginning of FFP to commence on or after 16/12/14 (2.38%) \$	Beginning of FFP to commence on or after 16/12/15 (2.5%) \$
Introductory Level	642.90	659.00
LEVEL 1		
Hospitality Services Grade 1	663.40	680.00
LEVEL 2		
Hospitality Services Grade 2	694.00	711.40
Leisure Attendant Grade 1	694.00	711.40
Hospitality Administration and Front Office Grade 1	694.00	711.40
LEVEL 3		
Hospitality Services Grade 3	716.70	734.60
Hospitality Administration and Front Office Grade 2	716.70	734.60
Leisure Attendant Grade 2	716.70	734.60
LEVEL 4		
Hospitality Services Grade 4	757.90	776.80
Hospitality Administration and Front Office Grade 3	757.90	776.80
Leisure Attendant Grade 3	757.90	776.80
LEVEL 5		
Hospitality Services Grade 5	809.00	829.20
Hospitality Administration and Front Office Supervisor	809.00	829.20
LEVEL 6		
Hospitality Services Grade 6	832.20	853.00

2. Delete paragraph 16.2.1 of subclause 16.2, of the said clause 16, and insert in lieu thereof the following:

16.2.1 A full time or regular part-time employee who has a broken work day shall receive an additional allowance for a spread of hours prescribed as follows:

Spread of hours	Rate per day (2.5%) \$
Under 10	Nil
10 but under 10-1/2	1.49
10-1/2 but under 11-1/2	2.94
11-1/2 or more	4.43

3. Delete paragraph 16.8.1 of subclause 16.8, and insert in lieu thereof the following:
 - 16.8.1 An employee shall be entitled to an amount of \$48.52 per overnight stay period.
4. Delete paragraph 18.8.1 of subclause 18.8, of clause 18, Hours of Work, and insert in lieu thereof the following:
 - 18.8.1 Full time or regular part-time employees who are required to work any of their ordinary hours outside the hours of 7.00 a.m. to 7.00 p.m. on Monday to Friday inclusive, shall be paid \$1.98 per hour, or part thereof, for any such time worked outside the said hours with a minimum payment of \$3.03 for any one day.
5. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

NURSES' (PRIVATE SECTOR) TRAINING WAGE (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete paragraph (iv) of subclause (a) of clause 7, Wages of the award published 2 August 1996 (294 I.G. 77) and reprinted 27 January 2012 (372 I.G. 588) and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2015. These adjustments may be offset against:
 - (a) any equivalent overaward payments, and/or
 - (b) award wage increases since 29 May 1991 other than the safety net, State Wage Case, and minimum rates adjustments.

The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or the date of the State Wage Case 2015 decision.

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

PART B**Table 1 - Monetary Rates For Trainees**

	Highest Year of Schooling Completed Skill Level A - Year 10		
	Existing Rate	SWC 2015 (2.5%)	Year 10 First Pay Period 2015
	\$		\$
School Leaver	296.60	2.5%	304.00
1 year out of school	327.00	2.5%	335.20
2 years out of school	392.60	2.5%	402.40
3 years out of school	457.20	2.5%	468.60
4 years out of school	531.10	2.5%	544.40
5 years out of school	607.10	2.5%	622.30

	Highest Year of Schooling Completed Skill Level A - Year 11		
	Existing Rate	SWC 2015 (2.5%)	Year 11 First Pay Period 2015
	\$		\$
School Leaver	327.10	2.5%	335.30
1 year out of school	392.60	2.5%	402.40
2 years out of school	457.20	2.5%	468.60
3 years out of school	531.10	2.5%	544.40
4 years out of school	607.20	2.5%	622.40
5 years out of school	607.20	2.5%	622.40

	Highest Year of Schooling Completed Skill Level A - Year 12		
	Existing Rate	SWC 2015 (2.5%)	Year 12 First Pay Period 2015
	\$		\$
School Leaver	392.60	2.5%	402.40
1 year out of school	457.20	2.5%	468.60
2 years out of school	531.10	2.5%	544.40
3 years out of school	607.20	2.5%	622.40
4 years out of school	607.20	2.5%	622.40
5 years out of school	607.20	2.5%	622.40

* Figures in brackets indicated the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rates is 20 per cent.

Table 2 - Monetary Rates For School Based Traineeships

	Year of Schooling		
	Year 11		
	Existing Rate	SWC Increase 2015	Year 11 First Pay Period 2015
	\$		\$
School Based Traineeship Skill Level 1	285.10	2.5%	292.20

	Year of Schooling		
	Year 12		
	Existing Rate	SWC Increase 2015	Year 12 First Pay Period 2015
	\$		\$
School Based Traineeship Skill Level 1	\$327.10	2.5%	335.30

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

Table 2 - Wages - School Based Traineeships

	Year of Schooling		
	Year 11		
	Existing Rate	SWC Increase 2015	Year 11 First Pay Period 2015
	\$		\$
School Based Traineeships - Skill Levels A,B,C.	198.00	2.5%	203.00

	Year of Schooling		
	Year 12		
	Existing Rate	SWC Increase 2015	Year 12 First Pay Period 2015
	\$		\$
School Based Traineeships - Skill Levels A,B,C.	217.00	2.5%	222.40

3. This variation shall take effect from the beginning of the first pay period to commence on or after 28 September 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

NURSING HOMES, &c., NURSES' (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete subclause (iv) from clause 50, Area Incidence and Duration of the award published 28 November 2008 (366 IG. 1320) and reprinted 27 January 2012, (372 I.G. 621) and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2015. These adjustments may be offset against:
 - (a) any equivalent overaward payments, and/or
 - (b) award wage increases since 29 May 1991 other than the safety net, State Wage Case, and minimum rates adjustments.

The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or after 28 September 2015.

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

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

Classification		Existing Rate \$	Increase 2.5%	SWC 2015 First Pay Period \$
Assistant in Nursing/ Trainee Enrolled Nurse				
Under 18:	1st year	615.30	2.5%	630.70
	2nd year	642.50	2.5%	658.60
	Thereafter	668.10	2.5%	684.80
Over 18:	1st year	723.10	2.5%	741.20
	2nd year	745.40	2.5%	764.00
	3rd year	768.00	2.5%	787.20
	Thereafter	791.20	2.5%	811.00
Enrolled Nurse :	1st year	882.30	2.5%	904.40
	2nd year	900.40	2.5%	922.90
	3rd year	919.60	2.5%	942.60
	4th year	938.50	2.5%	962.00
	Thereafter	957.50	2.5%	981.40
Registered Nurse General, M.R. Psych, Infants, Geriatric, Midwifery	1st year	996.60	2.5%	1021.50
	2nd year	1049.60	2.5%	1075.80
	3rd year	1102.30	2.5%	1129.90

	4th year	1158.80	2.5%	1187.80
	5th year	1215.00	2.5%	1245.40
	6th year	1271.20	2.5%	1303.00
	7th year	1335.40	2.5%	1368.80
	8th year	1389.20	2.5%	1423.90
Nursing Unit Manager (personal to current occupants as at 01.03.99)				
Level I	1st year	1538.10	2.5%	1576.60
	2nd year	1580.80	2.5%	1620.30
Level II		1622.00	2.5%	1662.60
Level III		1661.20	2.5%	1702.70
Nurse undergoing pre registration assessment				
		862.60	2.5%	884.20
Clinical Nurse Specialist				
		1445.20	2.5%	1481.30
Clinical Nurse Consultant				
		1702.40	2.5%	1745.00
Clinical Nurse Educator				
		1445.20	2.5%	1481.30
Nurse Educator				
	1st year	1538.00	2.5%	1576.50
	2nd year	1580.80	2.5%	1620.30
	3rd year	1618.90	2.5%	1659.40
	4th year	1702.40	2.5%	1745.00
Senior Nurse Educator				
	1st year	1743.00	2.5%	1786.60
	2nd year	1778.20	2.5%	1822.70
	3rd year	1836.70	2.5%	1882.60
Assistant Director of Nursing				
<150 beds		1580.80	2.5%	1620.30
150-250 beds		1702.40	2.5%	1745.00
250 beds		1743.00	2.5%	1786.60
Deputy Director of Nursing				
Less than 20 beds		1612.40	2.5%	1652.70
20-75 beds		1653.30	2.5%	1694.60
75-100 beds		1691.00	2.5%	1733.30
100-150 beds		1726.40	2.5%	1769.60
150-200 beds		1778.10	2.5%	1822.60
200-250 beds		1836.70	2.5%	1882.60
250-350 beds		1904.50	2.5%	1952.10
350-450 beds		1971.50	2.5%	2020.80
450-750 beds		2043.90	2.5%	2095.00
750+ beds		2122.00	2.5%	2175.10
Director of Nursing				
Less than 25 beds		1800.00	2.5%	1845.00
25- 50 beds		1904.50	2.5%	1952.10
50-75 beds		1944.80	2.5%	1993.40
75-100 beds		1984.80	2.5%	2034.40
100-150 beds		2041.20	2.5%	2092.20
150-200 beds		2108.70	2.5%	2161.40
200-250 beds		2175.70	2.5%	2230.10
250-350 beds		2256.60	2.5%	2313.00
350-450 beds		2391.40	2.5%	2451.20
450-750 beds		2528.70	2.5%	2591.90
750+ beds		2685.80	2.5%	2753.00

Table 2 - Other Rates and Allowances

Brief Description	Clause No	Existing Rate \$	Increase	SWC 2015 First Pay Period \$
In charge of nursing home less than 100 beds	10 (i)(a)	24.70 per shift	2.50%	\$25.32 per shift
In charge of nursing home 100 beds & <150 beds	10 (i)(a)	39.77 per shift	2.50%	\$40.76 per shift
In charge of ward/unit	10 (i)(b)	24.70 per shift	2.50%	\$25.32 per shift
On call	10 (ii)(a)	22.01 per 24 hrs or part thereof	2.50%	\$22.56 per 24 hrs or part thereof
On call on rostered days off	10 (ii)(b)	44.03 per 24 hrs or part thereof	2.50%	\$45.13 per 24 hrs Or part thereof
On call during meal break	10 (ii)(c)	11.92 per period	2.50%	\$12.22 per period
Travelling Allowance	10 (ii)(d) & (iii)	73.38 cents per Kilometre	1.50%	74.48 cents per Kilometre
Climatic Allowance	11(i)	4.57 per week	2.50%	\$4.68 per week
Isolation Allowance	11(ii)	8.82 per week	2.50%	\$9.04 per week
Expense allowance for DONs	13			
Less than 100 beds		265.60 pa	1.50%	\$269.58 pa
100-299		530.08 pa	1.50%	\$538.03 pa
300-499		795.68 pa	1.50%	\$807.62 pa
Over 500 beds		1061.65 pa	1.50%	\$1,077.57 pa
Uniform	16(iii)(a)	7.12 per week	1.50%	\$7.23 per week
Shoes	16(iii)(a)	2.21 per week	1.50%	\$2.24 per week
Cardigan or Jacket	16(iii)(b)	2.14 per week	1.50%	\$2.17 per week
Stockings	16(iii)(c)	3.71 per week	1.50%	\$3.77 per week
Socks	16(iii)(d)	0.74 per week	1.50%	\$0.75 per week
Laundry	16(iv)	5.95 per week	1.50%	\$6.04 per week
Meal on overtime	18(viii)	10.49 per meal	1.50%	\$10.65 per meal
Breakfast	28(i)(c)	3.92 per meal	1.50%	\$3.98 per meal
Other Meals*	28(i)(c)	7.11 per meal	1.50%	\$7.22 per meal

Table 3 - Continuing Education Allowances

Item No.	Brief Description	Clause No.	Existing Rate \$	Increase	SWC 2015 First Pay Period \$
1	Continuing education allowance: Registered Nurse	10A (vii)	20.72 per week	2.5%	21.24 per week
2	Continuing education allowance: Registered Nurse	10A (viii)	34.54 per week	2.5%	35.40 per week
3	Continuing education allowance: Registered Nurse	10A(ix)	41.44 per week	2.5%	42.48 per week
4	Continuing education allowance: Enrolled Nurse	10A(x)	13.81 per week	2.5%	14.16 per week

3. This variation shall take effect from the beginning of the first pay period to commence on or after 28 September 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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PRIVATE HOSPITALS, AGED CARE AND DISABILITY SERVICES INDUSTRY (TRAINING) (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete paragraph (x) of subclause (b) of Clause 6, Employment Conditions, of the award published 2 June 2000 (315 I.G. 1404) and reprinted 27 January 2012 (372 I.G. 680), as varied, and insert in lieu thereof the following:
 - (x) Minimum and maximum hours of work for part-time employees specified in the Parent Award shall apply to part-time Trainees also.

Example of the calculation for the Wage Rate for a Part-Time Traineeship

A school student commences a Traineeship in Year 11. The ordinary hours of work in the Parent Award are 38. The Training Contract specifies two years (24 months) as the length of the Traineeship.

"Average weekly training time" is therefore $7.6 \times 12/24 = 3.8$ hours.

"Trainee hours" totals 15 hours; these are made up of 11 hours' work which is worked over 2 days of the week plus 1-1/2 hours on the job training plus 2-1/2 hours off the job approved training at school and at TAFE.

So the wage rate in Year 11 in 2015 is:

$$\text{\$}296 \times \frac{15 - 3.8}{30.4} = \text{\$}109.05 \text{ plus any applicable penalty rates under the Parent Award.}$$

The wage rate varies when the student completes Year 11 and passes the anniversary date of 1 January the following year to begin Year 12 and/or if "Trainee hours" changes.

2. Delete subclause (e) of Clause 7, Wages, and insert in lieu thereof the following:
 - (e) The rates of pay in this award include the further adjustments payable under the State Wage Case 2015 . 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.
3. Delete Part B-Monetary Rates of the Private Hospitals, Aged Care and Disability Services Industry (Training) (State) Award and insert in lieu thereof the following:

Table 1 - 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 industry/skill Level A.

	Highest Year of Schooling Completed		
	Year 10 SWC 2015 (2.5%) \$	Year 11 SWC 2015 (2.5%) \$	Year 12 SWC 2015 (2.5%) \$
School Leaver	\$304.00	\$335.30	\$402.40
Plus 1 year out of school	\$335.30	\$402.40	\$468.60
Plus 2 years	\$402.40	\$468.60	\$544.40
Plus 3 years	\$468.60	\$544.40	\$622.30
Plus 4 years	\$544.40	\$622.30	\$622.30
Plus 5 years or more	\$622.30	\$622.30	\$622.30

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

Table 2 - 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 industry/skill Level B.

	Highest Year of Schooling Completed		
	Year 10 SWC 2015 (2.5%) \$	Year 11 SWC 2015 (2.5%) \$	Year 12 SWC 2015 (2.5%) \$
School Leaver	\$304.00	\$335.70	\$388.50
Plus 1 year out of school	\$335.70	\$388.50	\$448.70
Plus 2 years	\$388.50	\$448.70	\$527.90
Plus 3 years	\$448.70	\$527.90	\$600.80
Plus 4 years	\$527.90	\$600.80	\$600.80
Plus 5 years or more	\$600.80	\$600.80	\$600.80

The average proportion of time spent in structured training which has been taken into account in setting the rate 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 SWC 2015 (2.5%) \$	Year 11 SWC 2015 (2.5%) \$	Year 12 SWC 2015 (2.5%) \$
School Leaver	\$304.00	\$335.70	\$385.40
Plus 1 year out of school	\$335.70	\$385.40	\$433.90
Plus 2 years	\$385.40	\$433.90	\$484.60
Plus 3 years	\$433.90	\$484.60	\$541.60
Plus 4 years	\$484.60	\$541.60	\$541.60
Plus 5 years or more	\$541.60	\$541.60	\$541.60

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
	SWC 2015 (2.5%)	SWC 2015 (2.5%)
	\$	\$
School based Traineeships Skill Levels A, B and C	\$303.40	\$335.70

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

Table 5 - Hourly Rates for Trainees Who Have Left School

SKILL LEVEL A

SKILL LEVEL A			
	Year 10	Year 11	Year 12
	SWC 2015 (2.5%)	SWC 2015 (2.5%)	SWC 2015 (2.5%)
	\$	\$	\$
School leaver	10.01	11.04	13.23
1 year after leaving school	11.04	13.23	15.38
2 years +	13.23	15.38	17.93
3 years +	15.38	17.93	20.47
4 years +	17.93	20.47	20.47
5 years +	20.47	20.47	20.47

SKILL LEVEL B

SKILL LEVEL B			
	Year 10	Year 11	Year 12
	SWC 2015 (2.5%)	SWC 2015 (2.5%)	SWC 2015 (2.5%)
	\$	\$	\$
School leaver	\$10.01	\$11.04	\$12.80
1 year after leaving school	\$11.04	\$12.80	\$14.73
2 years +	\$12.80	\$14.73	\$17.32
3 years +	\$14.73	\$17.32	\$19.72
4 years +	\$17.32	\$19.72	\$19.72
5 years +	\$19.72	\$19.72	\$19.72

SKILL LEVEL C

SKILL LEVEL C			
	Year 10	Year 11	Year 12
	SWC 2015 (2.5%)	SWC 2015 (2.5%)	SWC 2015 (2.5%)
	\$	\$	\$
School leaver	\$10.01	\$11.04	\$12.67
1 year after leaving school	\$11.04	\$12.67	\$14.27
2 years +	\$12.67	\$14.27	\$15.92
3 years +	\$14.27	\$15.92	\$17.84
4 years +	\$15.92	\$17.84	\$17.84
5 years +	\$17.84	\$17.84	\$17.84

Table 6 - Hourly Rates for School-based Traineeships

	Year of Schooling	
	Year 11 SWC 2015 (2.5%) \$	Year 12 SWC 2015 (2.5%) \$
Skills levels A, B and C	\$10.01	\$11.04

4. This variation shall take effect from the beginning of the first pay period to commence on or after 28 September 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

RESTAURANTS, &c., EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete Part B, Monetary Rates of the award published 19 January 2001 (372 I.G. 692), and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates of Pay Per 38-Hour Week**

Classification	SWC 2014 2.38% \$	2015 2.5% \$
Grade 1	651.50	667.80
Grade 2	672.20	689.00
Grade 3	703.80	721.40
Grade 4	726.60	744.80
Grade 5	768.90	788.10
Grade 6	818.40	838.90
Grade 7	844.70	865.80

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	SWC 2014 2.38% \$	2015 2.5% \$
1	7.1	Meal Allowance	13.50	13.80
2	14.2	Apprentice's Tool Allowance	0.84	0.86
3	23.1	Laundry Allowance: - special clothing requiring ironing - special clothing not requiring ironing	3.90 per day to a maximum of 11.80 2.20 per day to a maximum of 6.80	4.00 per day to a Maximum of 12.10 2.25 per day to a Maximum of 7.00

2. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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SECURITY INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete Part B, Monetary Rates of the award published 6 May 2005 (350 I.G. 827) and reprinted 27 January 2012 (372 I.G. 722), and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Rates of Pay Per 38-Hour Week**

Classification	Previous Rate per week \$	New rate per week \$
Grade 1	739.90	758.40
Grade 2	762.40	781.50
Grade 3	776.10	795.50
Grade 4	790.10	809.90
Grade 5	817.20	837.60

Table 2 - Other Rates and Allowances

Item No	Clause No	Brief Description	Rate per Week from the first pay period to commence on or after 16 December 2015 \$	Rate per Shift from the first pay period to commence on or after 16 December 2015 \$
	12.1	Leading Hand Allowance		Casuals only
1		up to 5 employees	33.50	6.80
2		6 to 10 employees	38.00	8.60
3		11 to 15 employees	49.70	9.90
4		16 to 20 employees	57.30	11.50
5		Over 20 employees	57.30	11.50
6		for each employee exceeding 20,extra	0.84	0.21
7	12.2	Relieving Officer	33.30	
	12.3	First Aid Allowance		Casuals only
8		Industrial	18.90	3.80
9	12.4	Gun Allowance	13.00	2.70
10	12.5	Locomotion Allowance		All employees
11		Motor Vehicle/cycle		31.00
12		Bicycle		3.30

13	12.6	Meal Allowance		9.80
14	12.7	Fares Allowance		8.50
15	12.8	Overnight Meal Allowance		80.60
			Permanent Employees Rate Per Hour	Casual Employees Rate per Hour
16	12.9	Aviation Allowance	1.36	1.36

2. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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(601)

SERIAL C8614

SHOP EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete (i) of Table 1 - Wages, of Part B, Monetary Rates, of the award published 18 May 2001 and reprinted 27 January 2012 (372 I.G. 763) and insert in lieu thereof the following:

(i)

Group No	Description	Former Rate Per Week \$	SWC 2015 2.5% \$	Total Rate Per Week \$
1	Shop assistants, demonstrators, trolley collector, salespersons outdoor, employees driving a forklift or using mechanical equipment as required, the role of Santa Claus, ticket writers, mannequins, order hands, reserve stock hands (including reserve stock hands in theatre distributing services), employees delivering goods (other than newspapers and the like) by bicycle or tricycle, employees engaged in the cooking or the preparation of provisions for sale in the shop of the employer, cashiers in special shops, persons employed on information desks and/or on customer services or as full-time messengers, employees engaged in the installation (other than installation requiring trade skill), servicing, stocking, collection of money from, and preparation of, commodities for sale in automatic vending devices, employees engaged in the pre-packing, weighing, pricing of fruit and/or vegetables on the shop premises, employees principally engaged in hiring out activities in a shop, and waitresses in confection shops employed waiting on tables for two hours or more per day	714.50	17.90	732.40
2	(a) Window Dresser Employees principally engaged in dressing windows. (b) Window dressers under 21 years of age shall be paid as per Item 8 of table 2 - Other Rates and Allowances, of Part B, Monetary Rates, in addition to the rates prescribed by subclause (c) of Clause 38 Wages.	722.00	18.10	740.10
3	Branch Supervisor Shop assistants engaged in supervising branch grocery shops	727.80	18.20	746.00
4	Shop Assistants in charge of a shop or a department in a shop not being a shop assistant temporarily in charge during the absence of persons ordinarily in charge of the shop or department, but including employees employed as relieving shop assistants in charge of a shop:			

	(i) Without the duty of buying - In charge of from nil to 4 assistants	727.90	18.20	746.10
	In charge of from 5 to 12 assistants	738.30	18.50	756.80
	In charge of from 13 to 25 assistants	751.20	18.80	770.00
	In charge of over 25 assistants	760.80	19.00	779.80
	(ii) With the duty of buying - In charge of from nil to 4 assistants	729.70	18.20	747.90
	In charge of from 5 to 12 assistants	741.20	18.50	759.70
	In charge of from 13 to 25 assistants	756.40	18.90	775.30
	In charge of over 25 assistants	765.10	19.10	784.20
5	Employees in charge of a motor and/or horse drawn vehicle selling stock carried on the vehicle products of a kind which usually are sold by confection/ take-away food shops Employees under the age of 21 years but not less than the age of 18 years shall be paid the percentages of the rate for an adult contained in (ii) of Table 1 - Clause 38 Wages.	735.90	18.40	754.30
6	Retail Merchandiser as defined by subclause (xi) of clause 2. Definitions	714.50	17.90	732.40

2. Delete Table 2 - Other Rates & Allowances of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 2 - Other Rates & Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	5(a)	Night interval employees	2.71 per shift
2	5(a)	Night interval employees (working one night per week)	4.32 per shift
3	6(i) (b),(c) 36(i)(d) 6(ii)(a)	Meal Allowances	14.20
4	6(ii) 16(vii)	Breakfast Allowance	7.90
5	14(a)(ii) 14(a)(iii)	General Shops - Loading for casual employees working on a Saturday: Engagements up to and including four hours - Adult employees Employees under 21 years of age Engagements exceeding four hours - Adult Employees Employees under 21 years of age Special and Confection Shops - Loading for casual employees working on a Saturday: Adult Employees Employees under 21 years of age	 8.00 per shift 5.20 per shift 16.40 per shift 8.90 per shift 8.00 per shift 5.20 per shift
6	14(c)(ii)	Confection Shop - Employees working after 10.00 p.m. on any night	2.30 each night

7	25(i)	<p>Laundrying Allowance (if any article requires ironing): Full-time employee 10.50 Part-time and casual employee 3.70 Maximum payment 10.50</p> <p>Laundrying Allowance (if none of the articles require ironing): Full-time employee 6.20 Part-time and casual employee 2.20 Maximum payment 6.20</p>	
8	38(1)(i) 2(b)	Window Dressers under the age of 21	10.80 per week
9	35(i)(a)	Section Head	16.10 per week
10	35(i)(b)	Qualified adult automotive parts and accessories salesperson	36.40 per week
11	35(i)(c)	Employee with a licence under the Liquor Act 1982	25.00 per week
12	35(ii)(a)	Employee delivering goods	5.40 per week
13	35(ii)(b)	Employee engaged in photographic or other modelling	52.60 per week 10.60 per day
14	35(ii)(c)	First-aid attendant	2.05 per day
15	35(ii)(d)	Employee engaged to speak a second language	10.40 per week
16	35(ii)(e)	<p>Ticket writer - At or over 21 years of age 21.50 per week Under 21 years of age 10.60 per week</p>	
17	35(iv)	<p>Bicycle Allowance 12.90 per week Motorcycle Allowance 38.60 per week</p>	
18	35(iv)	<p>Motor Car Allowance: car up to and including 2000cc 134.30 per week car over 2000cc 159.90 per week allowance per kilometre travelled 0.40 per km</p>	
19	35(iv)	<p>Allowance for kilometre travelled: car under and including 2000cc 0.60 per km car over 2000cc 0.66 per km</p>	
	35(iv)	Part-time or Casual Retail Merchandiser local or Country, for the use of his/her vehicle.	0.729 per km
20	35(v)(a)(1)	Disability allowance for employees working in freezer room	10.00 per week
21	35(v)(b)(1)	Disability allowance for employees working in public dairy room	15.20 per week
22	35(v)(c)(1)	Disability allowance for employees backfilling in a freezer room	20.40 per week

23	36(i)(a)	Casual hourly rate of pay for persons employed at trade fairs, etc., between 9.00 a.m. and 6.00 p.m., with a minimum payment of six hours -	
		At 19 years of age and over	18.52 per hour
		Under 19 years of age	18.16 per hour
	36(ii)(b)	Saturday Loading -	
Adult Employees		8.00	
		Under 21 years	5.20

3. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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TRANSPORT INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

STATE WAGE CASE 2015

(No. IRC 479 of 2015)

Before Commissioner Tabbaa

13 November 2015

VARIATION

1. Delete clause 2A. Commitment of the award published 20 April 2000 and reprinted 27 January 2012 (372 I.G. 855) and insert in lieu thereof the following:

2A. Commitment

The parties agree that, during the term of this award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings to respect to the interpretation, application or enforcement of existing award provisions.

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

PART B**MONETARY RATES**

Table 1 - Wages (Clause 1.1 - General Rates)		
	Former Rate Per Week \$	SWC 2015 2.5 %
Transport Worker Grade One	738.60	757.07
Transport Worker Grade Two	759.60	778.59
Transport Worker Grade Three	774.20	793.56
Transport Worker Grade Four	787.00	806.68
Transport Worker Grade Five	819.70	840.19
Transport Worker Grade Six	827.90	848.60
Transport Worker Grade Seven	852.70	874.02
Transport Worker Grade Eight	903.70	926.29

Table 2 - Wages (Clause 1.2 Mobile Cranes &c., Rates)		
	Former Rate Per Week \$	SWC 2015 2.5 %
(i) Mobile Cranes		
Grade A	896.70	919.12
Grade B	917.10	940.03
Grade C	937.20	960.63
Grade D	957.30	981.23

Additional Amount	20.30	20.81
(ii) Mobile Hydraulic Platforms		
Grade A	818.10	838.55
Grade B	822.60	843.17
Grade C	852.30	873.61
Grade D	872.80	894.62
Grade E	896.70	919.12
Additional Amount	1.90	1.95
Grade F	896.70	919.12
(iii) Crane Offsider	896.70	919.12
(iv) Advanced Crane Offsider	937.20	960.63

Table 3 - Wages (Clause 1.3 - Ancillary Plant Drivers)

	Former Rate Per Week \$	SWC 2015 2.5 %
Grade A	833.40	854.24
Grade B	857.90	879.35
Grade C	872.50	894.31
Grade D	882.80	904.87
Grade E	891.20	913.48
Grade F	925.00	948.13

Table 4 - Wages (Clause 1.4 - Mobile Concrete Pump Driver/Operators)

	Former Rate Per Week \$	SWC 2015 2.5 %
Grade A	805.80	825.95
Grade B	822.60	843.17
Grade C	852.30	873.61
Grade D	872.80	894.62
Grade E	896.70	919.12
Additional Amount	1.90	1.95

Table 5 - Wages (Clause 1.5 Furniture Removals)

	Former Rate Per Week \$	SWC 2015 2.5 %
Furniture Removalist Offsider	746.20	764.86

Table 6 - Wages (Clause 1.6 - Chauffeurs)

	Former Rate Per Week \$	SWC 2015 2.5 %
Chauffeurs/drivers of vehicles used for the purpose of carrying persons	744.80	763.42

Table 7 - Allowances

Item No.	Clause No.	Brief Description	Old Rate \$	New Rate SWC 2015 \$
1	2.1	Furniture Removals	32.90 per week	33.39 per week
2	2.2.1	Driving agitator trucks	0.64 per hour	0.65 per hour
3	2.2.1	Maximum Payment - agitator trucks	25.20 per week	25.58 per week
4	2.2.2	Delivery/placement of concrete rate	2.00 per week	2.03 per week
5	2.3	Leading Hands	39.70 per week	40.30 per week
6	2.4	Collecting Butcher Bones, Fat, etc.	8.30 per week	8.42 per week

7	2.5	Extra Horses	20.60 per horse	20.91 per horse
8	2.6	Working in Forests	26.00 per week	26.39 per week
9	2.7.1.2	Long/wide loads	2.00 per hour Or part thereof	2.03 per hour Or part thereof
10	2.7.1.2	Long/wide loads - minimum payments	8.30 per day	8.42 per day
11	2.7.1.3	Long/wide loads	3.90 per hour Or part thereof	3.96 per hour Or part thereof
12	2.7.1.3	Long/wide loads - minimum payment	15.40 per day	15.63 per day
13	2.7.2	Rear-end steering	5.60 per day	5.68 per day
14	2.7.2	Rear-end steering - minimum payment	22.50 per day	22.84 per day
15	2.8	HIAB cranes, etc.	36.10 per day	36.64 per day
16	2.9	Removal and Delivery of Furniture, etc.	6.60 per day	6.70 per day
17	2.1	Handling diapers - weekly employees	2.80 per week	2.84 per week
18	2.1	Handling diapers - casual employees	0.53 per day	0.54 per day
19	2.11	In charge of plant	19.30 per week	19.59 per week
20	2.12.1	Collecting moneys - > \$30 - \$150	6.20 per week	6.29 per week
21	2.12.2	Collecting moneys - > \$150 - \$250	8.70 per week	8.83 per week
22	2.12.3	Collecting moneys - > \$250 - \$400	12.60 per week	12.79 per week
23	2.12.4	Collecting moneys - > \$400 - \$600	18.40 per week	18.68 per week
24	2.12.5	Collecting moneys - \$600	24.50 per week	24.87 per week
25	2.13.1	Carrying goods - on the level	1.20 per tonne	1.22 per tonne
26	2.13.2	Carrying goods - upstairs	1.80 per tonne	1.83 per tonne
27	2.14	Carrying salt	1.20 per tonne	1.22 per tonne
28	2.15.1.1	Obnoxious materials - soda, ash, etc.	1.10 per hour	1.12 per hour
29	2.15.1.2	Obnoxious materials - oxides	0.80 per hour	0.81 per hour
30	2.15.2	Obnoxious materials - loading and unloading	1.10 per hour	1.12 per hour
31	2.15.3	Obnoxious materials - transportation	0.60 per hour	0.61 per hour
32	2.15.7	Obnoxious materials - blast furnaces, etc.	0.90 per hour	0.91 per hour
33	2.16	First Aid	2.70 per day	2.74 per day
34	2.17	Garaging	25.30 per week	25.68 per week

Table 8 - Travelling and Living Away Allowance (Clause 7)

Item No.	Clause No.	Brief Description	Former Rate SWC 2014 \$	New Rate SWC 2015 \$
1	7.4.3	Overnight Expenses	44.30 per day	44.96 per day
2	7.6	Weekend/Holiday Expenses	41.10 per day	41.72 per day
3	7.7	Camping out - weekly	95.50 per week	96.93 per week
4	7.7	Camping out - daily	13.80 per day	14.01 per day

Table 9 - Meal Allowances (Clause 8)

Clause No.	Brief Description	Former Amount \$	New Amount 2015 \$
8.2.1	Meal Allowance	13.50	13.70

Table 10 - Long Distance Rates (Clause 14)

Item No.	Classification	Former Amount (cents/km)	New Amount 2015 (cents/km)
1	Transport Workers Grade 7 and below	34.70	35.57
2	Transport Worker Grade 8	36.30	37.21

Table 11 - Income Protection On Six Day Rosters - Saturday (Clause 3.2.1)		
	Former Rate	New Rate
	Per Week (\$)	2015 Per Week (\$)
Transport Worker Grade One	596.20	611.11
Transport Worker Grade Two	617.10	632.53
Transport Worker Grade Three	631.50	647.29
Transport Worker Grade Four	643.60	659.69
Transport Worker Grade Five	676.50	693.41
Transport Worker Grade Six	684.20	701.31
Transport Worker Grade Seven	708.50	726.21
Transport Worker Grade Eight	759.00	777.98

Table 12 - Income Protection On Six Day Rosters - Sunday (Clause 3.2.2)		
	Former Rate	New Rate
	Per Week (\$)	2015 Per Week (\$)
Transport Worker Grade One	664.70	681.32
Transport Worker Grade Two	687.90	705.10
Transport Worker Grade Three	704.00	721.60
Transport Worker Grade Four	718.00	735.95
Transport Worker Grade Five	754.00	772.85
Transport Worker Grade Six	763.10	782.18
Transport Worker Grade Seven	790.60	810.37
Transport Worker Grade Eight	846.80	867.97

Table 13 - Income Protection On Seven Day Rosters - Saturday And Sunday (Clause 3.2.3)		
	Former Rate	New Rate
	Per Week \$	2015 Per Week \$
Transport Worker Grade One	892.20	914.51
Transport Worker Grade Two	923.40	946.49
Transport Worker Grade Three	945.00	968.63
Transport Worker Grade Four	963.80	987.90
Transport Worker Grade Five	1012.20	1037.51
Transport Worker Grade Six	1024.40	1050.01
Transport Worker Grade Seven	1061.50	1088.04
Transport Worker Grade Eight	1136.70	1165.12

3. This variation shall take effect from the beginning of the first pay period to commence on or after 16 December 2015 in accordance with the State Wage Case 2015.

I. TABBAA, Commissioner.

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