

Vol. 363, Part 2

31 August 2007

Pages 580 – 730



NEW SOUTH WALES
INDUSTRIAL GAZETTE

Printed by the authority of the
Industrial Registrar
47 Bridge Street, Sydney, N.S.W.

ISSN 0028-677X

CONTENTS

Vol. 363, Part 2

31 August 2007

Pages 580 - 730

		Page
Awards and Determinations —		
Awards Made or Varied —		
Aerated Waters, &c. (State)	(VSW)	635
Aged Care Industry (Broken Hill)	(VSW)	637
Animal Welfare, Institutional (State)	(VSW)	640
Australian Jockey Club - Single Bargaining Unit Enterprise Award 2007	(AIRC)	580
Broken Hill Commerce and Industry Agreement Consent Award 2001	(VSW)	642
Button Makers (State)	(VSW)	661
Canteen, &c., Workers (State)	(VSW)	663
Caterers Employees (State)	(VSW)	677
Cemetery and Crematoria Employees (State)	(VSW)	679
Clerical and Administrative Employees in Temporary Employment Services (State)	(VSW)	693
Clerical Employees in Retail (State)	(VSW)	695
Clothing Trades (State)	(VSW)	681
Club Employees (State)	(VSW)	667
Cooma Challenge Limited Business Services (State), The	(VSW)	683
Cotton Ginning, &c., Employees (State)	(VSW)	665
Crown Employees (Department of Commerce) Wages Staff Award 2005	(VIRC)	705
Crown Employees (Health Care Complaints Commission, Medical Advisers) Award 2007	(AIRC)	628
Crown Employees (Police Medical Officers - Clinical Forensic Medicine) (State)	(VIRC)	709
Crown Employees (Royal Botanic Gardens, Building and Mechanical Trades Staff)	(VIRC)	710
Crown Employees Wages Staff (Rates of Pay) Award 2007	(AIRC)	593
Dry Cleaning (State)	(VSW)	685
Entertainment And Broadcasting Industry - Film And Video Production (State)	(CORR)	725
Footwear Manufacturing Industry (State)	(VSW)	690
Funeral Industries (State) Award 2005	(CORR)	724
Furniture and Furnishing Trades (State)	(OIRC)	715
Gelatine and Glue Industry (State)	(VSW)	669
General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State)	(CORR)	723
Graduate-at-Law (State)	(VSW)	697
Local Government (State) Award 2004	(CORR)	722
Miscellaneous Workers' - Kindergartens and Child Care Centres, &c. (State)	(VSW)	698
Occupational Health Nurses' (State) Award 2006	(CORR)	726
Paint and Varnish Makers, &c. (State)	(VSW)	673
Parking Attendants, &c. (State) Consolidated	(VSW)	671
Pet Food Manufacturers (State)	(CORR)	727
Photographic Industry (State)	(OIRC)	719
Public Health System Nurses' & Midwives' (State)	(VIRC)	712
Pyrotechnics, &c. (State)	(CORR)	728
Tanning Industry (State)	(VSW)	675
Textile Industry (State)	(VSW)	687

Industrial Committees —

Clothing Trades (State)

729

(1027)

SERIAL C5864

AUSTRALIAN JOCKEY CLUB - SINGLE BARGAINING UNIT ENTERPRISE AWARD 2007

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Federation of Employers and Industries, Industrial Organisation of Employers and State Peak Council.

(No. IRC 355 of 2007)

Before Commissioner Cambridge

6 August 2007

AWARD

PART A

1. Title

This award shall be referred to as the Australian Jockey Club - Single Bargaining Unit Enterprise Award 2007.

2. Arrangement

The award is arranged as follows:

PART A

Clause No.	Subject Matter
1.	Title
2.	Arrangement
3.	Statement of Intent
4.	Application and Scope of Award
5.	Parties Bound
6.	Single Bargaining Unit
7.	No Reductions in Standards
8.	Rates of Pay
9.	Rostered Day Off - Banking
10.	Public Holiday Work
11.	Skills, Utilisation, Training and Development
12.	Hours of Work
13.	Occupational Health and Safety
14.	Industrial Grievance Procedure
15.	Anti-Discrimination
16.	No Extra Claims
17.	Redundancy Arrangements
18.	Part-time Employment
19.	Area, Incidence and Duration

PART B

MONETARY RATES

Table 1 - Weekly Wage for Trade and Related Staff

Table 2 - Weekly Wage for Clerks

Table 3 - Additional Allowances

3. Statement of Intent

- (i) This award has been designed to facilitate the smooth establishment and ongoing organizational development of the Australian Jockey Club ("AJC") at Royal Randwick and Warwick Farm Racecourses.
- (ii) The parties are committed to:
 - (a) Efficiencies and productivity being constantly reviewed and improved and thereby allowing the AJC to compete against other racing, gaming and wagering organisations on a cost-effective basis.
 - (b) The creation and maintenance of a harmonious employee relations environment which is typified by consultation and participation which supports the AJC's vision.
 - (c) The provision of a framework within which the AJC can generate interesting and fulfilling work and develop systems which allow employees to reach their full potential while simultaneously maximising the efficiency and productivity of the AJC.
 - (d) The creation of a co-operative working environment, where quality and pride of working for the AJC are fostered and any issues of demarcation are eliminated where such work falls within the employee's level of skill and training.

4. Application and Scope of Award

- (i) This award shall apply to the employees of the AJC at Royal Randwick and Warwick Farm Racecourses whose terms and conditions are covered by the following awards:
 - (a) Clerical and Administrative Employees (State) Award Published 17 March 2006 (358 I.G. 69), as varied;
 - (b) Building Employees Mixed Industries (State) Award (in so far as it applies to employees eligible for membership of the CFMEU) Published 16 November 2001 (329 I.G. 577), as varied;
 - (c) Transport Industry (State) Award Published 20 April 2000 (315 I.G.192), as varied;
 - (d) Metal, Engineering and Associated Industries (State) Award Published 8 June 2001 (325 I.G. 209), as varied.
- (ii) This award shall be read and interpreted wholly in conjunction with the relevant award(s), relating to a group or individual, nominated in subclause (i) of this clause, in so far as those provisions relate to the parties referred to in clause 5, Parties Bound. Where any inconsistencies between this award and the relevant awards occur, this award shall prevail.
- (iii) The parties to this award have agreed to identify an exhaustive list of awards or agreements relating to the AJC, with the view to incorporating these in a consolidated document.

5. Parties Bound

The parties to this award are:

- (i) The Australian Jockey Club; and
- (ii) New South Wales Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union.
- (iii) The Construction, Forestry, Mining and Energy Union (Construction and General Division), New South Wales Branch;
- (iv) The Transport Workers' Union of Australia, New South Wales Branch; and

- (v) Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch.

6. Single Bargaining Unit

For the purpose of negotiating this award, a single bargaining unit was established. This award was arrived at by the unions, nominated as parties to this award, working co-operatively within the single bargaining unit.

7. No Reductions in Standards

This award shall not operate so as to cause an employee, as at the time of the making of this award, to suffer a reduction in ordinary time earnings or standards relating to conditions of employment provided by any award, agreement or over-award arrangements in operation at the time of the making of this award.

8. Rates of Pay

- (i) The rates of pay for employees covered by this award are as set out in Part B, Monetary Rates.
- (ii) Employees whose terms and conditions of employment are covered by the Building Employees Mixed Industries (State) Award (in so far as it applies to employees eligible for membership of the CFMEU), the Metal, Engineering and Associated Industries (State) Award and the Transport Industry (State) Award shall be paid the weekly wage as set out in Table 1 - Weekly Wage for Trade and Related Staff, of the said Part B.
- (iii) Employees whose terms and conditions of employment are covered by the Clerical and Administrative Employees (State) Award shall be paid the weekly wage as set out in Table 2 - Weekly Wage for Clerks, of Part B.
- (iv) The weekly wage as set out in the said Tables 1 and 2 include compensation for ordinary hours, over award payments, industry allowance, licence allowance, tool allowance, electronic funds transfer service allowance and supplementary allowance.
- (v) Employees whose terms and conditions of employment are covered by this award shall, where appropriate and in addition to the weekly wage as set out in Tables 1 and 2, be paid a first-aid allowance and clothing allowance as set out in Table 3 - Additional Allowances, of Part B.
- (vi) The increases in rates of pay outlined in this clause are to be offset against salary reviews occurring since 30 June 1993, excepting increases arising out of reclassification within the award structure as a result of changes in the employees' duties and shall not apply to clerical employees receiving a salary in excess of \$33 600 at the date of making of this Award.
- (vii) Superannuation contributions made by the AJC on behalf of the employee in accordance with the *Superannuation Guarantee (Administration) Act 1992* will be made to one of the following funds:

AJC Superannuation Plan; or
ASSET Superannuation Plan.

An employee may elect to sacrifice part of the employees' salary to be an additional superannuation contribution above the rate prescribed by the Superannuation Guarantee Administration Act 1992.

Where salary sacrifice contributions are to be made on behalf of an employee to one of the funds listed above, the wage rates prescribed by Table 1 of Part B shall (in respect of such an employee) include a component being the salary sacrifice contribution. That is, that part of the wage rate representing the salary sacrifice contribution chosen by the employee, shall be paid as a contribution by the employer direct to one of the funds listed above. As a consequence, the employees taxable salary shall equal the relevant wage rate less the salary sacrifice contribution (if any). For all other purposes the relevant wage rate applicable to this award shall apply.

- (viii) Leave is reserved to the unions listed in Clause 5 of this Award to make application to include a different superannuation fund where the AJC agrees to an alternative fund in another AJC Enterprise Award.
- (ix) Wages may be paid by electronic funds transfer unless otherwise agreed by the AJC. Provided that by agreement between an employer and the majority of employees covered by this award, wages may be paid fortnightly. Provided further that from July 2002 the AJC may elect to pay fortnightly by giving one months notice.

9. Rostered Day Off - Banking

Rostered days off may be banked, at management discretion, to a maximum of five days. Banked days will be taken at times of mutual agreement. If a dispute arises on the taking of the leave, the grievance procedure contained in clause 14, Industrial Grievance Procedure, is to be followed.

10. Public Holiday Work

Employees engaged as at 17 September 1998 receiving a day in lieu for any work performed on a public holiday as prescribed by this award may, by mutual agreement, be paid at the rate of double time and a half in addition to the ordinary rate, instead of receiving such day in lieu.

11. Skills, Utilisation, Training and Development

(A) SKILLS

- (i) Training and development shall be subject to the AJC's skill requirements. It is the aim of the parties to this award that all employees shall be provided with opportunities for training and development, encouraging the formation of a flexible, highly skilled and committed workforce, enjoying maximum job satisfaction.
- (ii) Employees will move between tasks and functions within their appointed classifications and skills and competency levels in order to apply and develop their skills to meet AJC objectives. In moving employees between tasks and functions and in regrouping tasks and functions, the AJC will consult with the employees and consider:
 - (a) the career path development needs of individuals;
 - (b) the efficient organisation of work;
 - (c) any personal and geographic considerations.
- (iii) The process described in subclause (ii) of this clause shall not include those functions or tasks where the safety of an employee learning "on the job" cannot be guaranteed by the AJC or where an essential requirement of a formal qualification limits the process.
- (iv) Processes will be adopted to facilitate the skills enhancement and career development opportunities of employees whilst promoting the aims and objectives of the AJC.
- (v) The provision of training shall be undertaken in line with the AJC's EEO policy and procedures.

(B) TRAINING

- (i) One of the key objectives of this award is to achieve a learning based culture and the parties undertake to remove all obstacles that prevent the achievement of this goal. The parties confirm a commitment to training and skill development for employees in accordance with the needs of the AJC.

- (ii) The types of training needs which shall be met include:
 - (a) training required to increase the level of competency of the employees;
 - (b) training required through the creation of new tasks, restructuring of existing tasks and/or multi-skilling;
 - (c) training required to assist employees to pursue, where possible, their preferred career paths and to improve their opportunities for career advancement.
- (iii) A training committee will be formed in conjunction with the consultative committee with the objective of linking training to the following:
 - (a) the consultative process;
 - (b) organisational change;
 - (c) classification/pay structures and accreditation; and
 - (d) the overall training budget

12. Hours of Work

The following provision shall only apply to AJC employees who are members of the CFMEU employed under the terms and conditions of the Building Employees Mixed Industries (State) Award.

Spread of Hours/Staggered Work Hours

The spread of ordinary hours shall be 7.00 a.m. to 6.00 p.m., with a limit of eight hours at ordinary time to be worked on any one day. A week's notice shall be given to change an employee's rostered hours, or a lesser period where such change is by mutual agreement with an individual employee. Such change shall be of a minimum of 14 days in duration. The AJC undertakes to consider personal or geographic circumstances of individual employees in introducing any change of roster.

13. Occupational Health and Safety

- (i) The AJC prides itself on quality occupational health and safety standards. It is recognised that the benefits to be gained from effective health and safety programs are significant both in human and economic terms.
- (ii) The AJC is responsible for taking all reasonable and practical action to achieve and maintain a performance level which safeguards the health and safety of all employees in accordance with the *Occupational Health and Safety Act 2000*.
- (iii) All employees are to be involved in safety matters and, hence, to contribute to the reduction of hazards. Employees are to:
 - (a) identify and reduce the risk associated with all types of work-related events that may produce injury or illness;
 - (b) identify, measure and control to safe levels any physical agents in the workplace capable of causing ill health;
 - (c) promote the good health and welfare of employees;
 - (d) report any perceived hazard to the immediate supervisor;
 - (e) report any work related injury, no matter how minor, to their supervisor; and

- (f) wear any safety clothing, footwear or equipment issued and specified for the job.
- (iv) The AJC's management is committed to the continuous monitoring and upgrading of its occupational health and safety policy to ensure the highest standards are met.

The AJC shall, where appropriate:

- (a) provide information, instruction and training of employees to increase personal understanding of safe work practices, workplace hazards and principles of hazard control; and
 - (b) (maintain a close relationship with employees and regulatory authorities in the development of standards and future strategies.
- (v) The occupational health and safety committee shall be convened subject to the provisions of the regulations of the *Occupational Health and Safety Act 2000* and shall meet at intervals not less frequent than specified in the regulations.

14. Industrial Grievance Procedure

- (a) The aim of this procedure is to ensure that, during the term of this award, industrial grievances or disputes are prevented or resolved as quickly as possible at the level they occur in the workplace. At any time during the procedure an employee may elect to be represented by an official of their union.
- (b) Where a dispute or grievance arises or is considered likely to occur, the steps below are to be followed. In order to permit the peaceful resolution of grievances, the status quo shall remain and work shall continue as normal while the industrial grievance procedure is being followed. (Status quo shall mean the situation existing immediately prior to the dispute or the matter giving rise to the dispute.)

Step 1

The matter is discussed between the employee(s) and the immediate supervisor involved. If the matter remains unresolved, only then follow Step 2.

Step 2

The matter is discussed between the employee, the employee's representative (if the employee so wishes) and the supervisor involved. If the matter remains unresolved, only then follow Step 3.

Step 3

The matter is discussed between the employee, the employee's representative (if the employee so wishes), the supervisor and the departmental manager. If the matter remains unresolved, only then follow Step 4.

Step 4

The matter is discussed between the departmental manager, the human resources manager and the employee's representative and/or union official, if the employee so wishes. If the matter remains unresolved, only then follow Step 5.

(Where it is agreed by the employee and the departmental manager, Steps 1 to 4 above may be conducted concurrently.)

Step 5

The matter is discussed between senior representatives of the club and the relevant union if the employee is represented by a union. The parties agree to exhaust the processes of conciliation before implementing Step 6. It is also agreed that the parties will not deliberately frustrate or delay these procedures.

Step 6

The matter may be referred by either party to the Industrial Relations Commission of New South Wales in order for the Commission to exercise its functions under the *Industrial Relations Act 1996*. It is the intention of the parties that this provision meets the criteria pursuant to the *Industrial Relations Act 1996*.

15. Anti-Discrimination

- (i) It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award, the parties have obligations to take all reasonable steps to ensure that the operations of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint or unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
 - (a) Any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) Offering or providing junior rates of pay to persons under 21 years of age;
 - (c) Any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) A party to this award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

NOTES

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in this Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of that religion."

16. No Extra Claims

The parties undertake that, for the term of this award, they will not pursue any extra claims.

17. Redundancy Arrangements

- (1) Application
 - (i) The provisions of this clause shall apply in respect of full-time and part-time persons employed in the classifications specified by the awards listed in clause 4, Application and Scope of Award.

- (ii) Notwithstanding anything contained elsewhere in this clause, this clause shall not apply to employees with less than one year's continuous service and the general obligation on the AJC shall be no more than to give such employees an indication of the impending redundancy at the first reasonable opportunity, and to take such steps as may be reasonable to facilitate the obtaining by the employees of suitable alternative employment.
 - (iii) Notwithstanding anything contained elsewhere in this clause, this clause shall not apply where employment is terminated as a consequence of conduct that justifies instant dismissal, including malingering, inefficiency or neglect of duty, or in the case of casual employees, apprentices or employees engaged for a specific period of time or for a specified task or tasks or where employment is terminated due to the ordinary and customary turnover of labour.
- (2) Introduction Of Change
- (iv) Employer's Duty to Notify
 - (a) Where the AJC has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer shall notify the employees who may be affected by the proposed changes and the union to which they belong.
 - (b) "Significant effects" include termination of employment, major changes in the composition, operation or size of the employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the alteration of hours of work, the need for retraining or transfer of employees to other work or locations and the restructuring of jobs. Provided that where the awards specified in the said clause 4 make provision for alteration of any of the matters referred to herein, an alteration shall be deemed not to have significant effect.
 - (v) Employer's Duty to Discuss Change
 - (a) The AJC shall discuss with the employees affected and the union to which they belong, inter alia, the introduction of the changes referred to in paragraph (a) of subclause (iv) of this clause, the effects the changes are likely to have on employees and measures to avert or mitigate the adverse effects of such changes on employees, and shall give prompt consideration to matters raised by the employees and/or the union in relation to the changes.
 - (b) The discussion shall commence as early as practicable after a definite decision has been made by the employer to make the changes referred to in the said paragraph (a).
 - (c) For the purpose of such discussion the AJC shall provide to the employees concerned and the union to which they belong, all relevant information about the changes, including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees, provided that any employer shall not be required to disclose confidential information the disclosure of which would adversely affect the employer.

(3) Redundancy

(vi) Discussions before Terminations

Where the AJC has made a definite decision that the AJC no longer wishes the job the employee has been doing to be done by anyone pursuant to paragraph (a) of subclause (iv) of this clause and that decision may lead to the termination of employment, the AJC shall hold discussions with the employees directly affected and with the union to which they belong.

The discussions shall take place as soon as practicable after the AJC has made a definite decision which will invoke the provision of paragraph (a) of this subclause and shall cover, inter alia, any

reasons for the proposed terminations and measures to mitigate any adverse effects of any termination on the employees concerned.

For the purposes of the discussion the AJC shall, as soon as practicable, provide to the employees concerned and the union to which they belong, all relevant information about the proposed terminations, including the reasons for the proposed terminations, the number and categories of employees likely to be affected, the number of employees normally employed and the period over which the terminations are likely to be carried out. Provided that the AJC shall not be required to disclose confidential information the disclosure of which would adversely affect the AJC.

(4) Termination Of Employment

(vii) Notice for Changes in Production, Programme, Organisation or Structure

This subclause sets out the notice provisions to be applied to terminations by the employer for reasons arising from "production", "programme", "organisation" or "structure" in accordance with paragraph (a) of subclause (iv) of this clause.

- (a) In order to terminate the employment of an employee the employer shall give to the employee the following notice:

Period of Continuous Service	Period of Notice
Less than 1 year	1 week
1 year and less than 3 years	2 weeks
3 years and less than 5 years	3 weeks
5 years and over	4 weeks

- (b) In addition to the notice above, employees over 45 years of age at the time of the giving of the notice with not less than two years continuous service shall be entitled to an additional week's notice.
- (c) Payment in lieu of the notice above shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.

(viii) Notice for Technological Change

This subclause sets out the notice provisions to be applied to terminations by the employer for reasons arising from "technology" in accordance with paragraph (a) of subclause (iv) of this clause.

- (a) In order to terminate the employment of an employee the employer shall give to the employee three months notice of termination.
- (b) Payment in lieu of the notice above shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.
- (c) The period of notice required by this subclause to be given shall be deemed to be service with the employer for the purposes of the *Long Service Leave Act 1955*, the *Annual Holidays Act 1944*, or any Act amending or replacing either of these Acts.

(ix) Time Off During the Notice Period

- (a) During the period of notice of termination given by the employer, an employee shall be allowed up to one day's time off without loss of pay during each week of notice, to a maximum of five weeks, for the purpose of seeking other employment.

- (b) If the employee has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the employee shall, at the request of the employer, be required to produce proof of attendance at an interview or the employee shall not receive payment for the time absent.

(x) Employee Leaving During the Notice Period

If the employment of an employee is terminated (other than for misconduct) before the notice period expires, the employee shall be entitled to the same benefits and payments under this clause had the employee remained with the employer until the expiry of such notice. Provided that in such circumstances the employee shall not be entitled to payment in lieu of notice.

(xi) Statement of Employment

The employer shall, upon receipt of a request from an employee whose employment has been terminated, provide to the employee a written statement specifying the period of the employee's employment and the classification of or the type of work performed by the employee.

(xii) Notice to Commonwealth Employment Service

Where a decision has been made to terminate the employment of employees, the employer shall notify the Commonwealth Employment Service thereof as soon as possible, giving relevant information including the number and categories of the employees likely to be affected and the period over which the terminations are intended to be carried out.

(xiii) Department of Social Security Employment Separation Certificate

The employer shall, upon receipt of a request from an employee whose employment has been terminated, provide to the employee an "Employment Separation Certificate" in the form required by the Department of Social Security.

(xiv) Transfer to Lower Paid Duties

Where an employee is transferred to lower paid duties for reasons as set out in paragraph (a) of subclause (iv) of this clause, the employee shall be entitled to the same period of notice of transfer as the employee would have been entitled to if the employee's employment had been terminated, and the employer may, at the employer's option, make payment in lieu thereof of an amount equal to the difference between the former ordinary time rate of pay and the new ordinary time rate for the number of weeks of notice still owing.

(5) Severance Pay

- (xv) Where the employment of an employee is to be terminated pursuant to subclause of this clause, subject to further order of the Industrial Relations Commission of New South Wales, the employer shall pay the following severance pay in respect of a period of service.

- (a) If an employee is under 45 years of age, the employer shall pay in accordance with the following scale:

Years of Service	Under 45 Years of Age Entitlement
Less than 1 year	Nil
1 year and less than 2 years	4 weeks
2 years and less than 3 years	7 weeks
3 years and less than 4 years	10 weeks
4 years and less than 5 years	12 weeks
5 years and less than 6 years	14 weeks
6 years and over	16 weeks

- (b) Where an employee is 45 years old or over, the entitlement shall be in accordance with the following scale:

Years of Service	45 Years of Age and Over Entitlement
Less than 1 year	Nil
1 year and less than 2 years	5 weeks
2 years and less than 3 years	8.75 weeks
3 years and less than 4 years	12.5 weeks
4 years and less than 5 years	15 weeks
5 years and less than 6 years	17.5 weeks
6 years and over	20 weeks

- (c) "Week's pay" means the all-purpose rate of pay for the employee concerned at the date of termination and shall include, in addition to the ordinary rate of pay, over-award payments, shift penalties and allowances paid in accordance with the relevant awards.

(xvi) Incapacity to Pay

Subject to an application by the employer and further order of the Industrial Relations Commission, an employer may pay a lesser amount (or no amount) of severance pay than that contained in subclause (xv) of this clause.

(xvii) Alternative Employment

Subject to an application by the employer and further order of the Industrial Relations Commission, an employer may pay a lesser amount (or no amount) of severance pay than that contained in subclause (xv) of this clause if the employer obtains acceptable alternative employment for an employee.

- (xviii) Leave is reserved to the unions listed in Clause 5 of this Award to apply for alternative redundancy arrangements in the event of a merger between the AJC and the Sydney Turf Club.

18. Part-Time Employment

The following provisions shall only apply to AJC employees who are members of the CFMEU employed under the terms and conditions of the Building Employees Mixed Industries (State) Award:

- (a) An employee may be engaged by the week on a part-time basis for a constant number of hours which, having regard to the various methods of arranging ordinary hours, shall average less than 38 hours per week.
- (b) Part-time employees shall not be employed for a continuous period of four weeks from the date of engagement.
- (c) An employee so engaged shall be paid per hour one thirty-eighth of the weekly rate prescribed by clause 8, Rates of Pay, for the classification in which the employee is engaged.
- (d) An employee engaged on a part-time basis shall be entitled to all other benefits available to fulltime employees arising under this award on a proportional basis, depending on the number of ordinary regular hours worked per week.
- (e) This clause shall not be used to reduce existing levels of permanent employees and, as far as practicable, shall not affect the skill development or earning opportunities of permanent employees.
- (f) As far as possible, all overtime shall in the first instance be offered to permanent employees.
- (g) A part-time employee who works in excess of the hours fixed under the contract of employment shall be paid overtime in accordance with the relevant award.

- (h) A current part-time employee may apply for a full-time position should a vacancy occur and, subject to being able to perform the duties required to fill the vacancy and all other things being equal, shall have preference of employment for the vacant position.

19. Area, Incidence and Duration

This award rescinds and replaces the Australian Jockey Club - Single Bargaining Unit Enterprise Award 2004 published 6 May 2005 (350 I.G. 1002). This award shall take effect from the beginning of the first pay period on or after 11 July 2007 and shall remain in force until 16 November 2009.

PART B

MONETARY RATES

Table 1 - Weekly Wage for Trade and Related Staff

Classification Current Weekly Wage Weekly Wage From First Full Pay From First Full Pay Period on or after Period on or after:

Position	Weekly Wage From First Full Pay Period on or after 17 November 2006 \$	Weekly Wage From First Full Pay Period on or after 17 November 2007 \$	Weekly Wage From First Full Pay Period on or after 17 November 2008 \$
Carpenter	876.40	911.50	943.40
Painter	876.40	911.50	943.40
Bricklayer	869.00	903.80	935.40
Builder's Labourer	732.70	762.00	788.70
Mechanic (Warwick Farm)	861.70	896.20	927.60
Blacksmith (Randwick)	810.30	842.70	872.20
Truck Driver Grade 1	790.90	822.50	851.30
Truck Driver Grade 2	813.70	846.20	875.80
Truck Driver Grade 3	829.60	862.80	893.00
Truck Driver Grade 4	843.30	877.00	907.70

Table 2 - Weekly Wage for Clerks

Classification Current Weekly Wage Weekly Wage From First Full Pay From First Full Pay Period on or after Period on or after:

Grade	Weekly Wage From First Full Pay Period on or after 17 November 2006 \$	Weekly Wage From First Full Pay Period on or after 17 November 2007 \$	Weekly Wage From First Full Pay Period on or after 17 November 2008 \$
5	842.10	875.80	906.50
4	812.60	845.10	874.70
3	797.90	829.80	858.80
2	781.20	812.40	840.80
1	768.90	799.70	827.70
Age	\$	\$	\$
U17	374.20	389.20	402.80
17	434.60	452.00	467.80
18	509.00	529.40	547.90
19	565.60	588.20	608.80
20	645.70	671.50	695.00

Table 3 - Additional Allowances

Allowance Effective from first full pay period on or after 17 November 2006.	
Clothing: 8(v)	\$6.10 per week
First-aid:	\$11.95 per week

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES WAGES STAFF (RATES OF PAY) AWARD 2007

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Employment Office.

(No. IRC 1023 of 2007)

Before Commissioner Macdonald

22 June 2007

AWARD

PART A

1. Arrangement

Clause No.	Subject Matter
1.	Arrangement
2.	Title
3.	Coverage
4.	No Extra Claims
5.	Wages and Allowances
6.	Facilitative Arrangement
7.	Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation
8.	Carer's Leave
9.	Anti-Discrimination
10.	Dispute Resolution Procedures
11.	Deduction of Union Membership Fees
12.	Area, Incidence and Duration

Schedule A - List of Awards and Agreements

PART B

MONETARY RATES

Schedule B - Rates of Pay

Schedule C - Work Related Allowances

Schedule D - Expense Related Allowances

2. Title

This award shall be known as the Crown Employees Wages Staff (Rates of Pay) Award 2007.

3. Coverage

The provisions of this award shall apply to all NSW public sector classifications covered by the provisions of the awards and agreements set out at Schedule A of this Award (with the exception of the New South Wales Health Service, New South Wales Ambulance Service and Division of Analytical Laboratories).

4. No Extra Claims

- (i) This Award provides rates of pay increases to the instruments listed at Schedule A of 4% with effect from the first full pay period to commence on or after 1 July 2007.
- (ii) These rates of pay increases are provided arising from the agreement of the parties as contained in the Memorandum of Understanding, Crown Employees Wages Staff (Rates of Pay) Award, between the New South Wales Government, Unions NSW, Australian Workers Union, NSW Branch, Construction, Forestry, Mining and Energy Union, Electrical Trades Union, Australian Liquor, Hospitality & Miscellaneous Workers Union, Australian Manufacturing Workers Union, Transport Workers Union, Public Service Association and Professional Officers Association Amalgamated Union of NSW entered into on 2 September 2005.
- (iii) The increases provided by this Award are given on the basis that there shall be no further claims for changes to wage or salary rates or allowances during the term of the Memorandum of Understanding, Crown Employees Wages Staff (Rates of Pay) Award, made between the parties as listed in subclause 4(ii) that was entered into on 2 September 2005.

5. Wages and Allowances

- (i) Wage rates and allowances are set out in Part B.
- (ii) The wage increases referred to in clause 4(i) of this award shall only be paid to those employees who are employed as at the date of the making of this award.
- (iii) The increases referred to in clause 4(i) of this award do not apply to expense related allowances as set out in Schedule D of Part B.

6. Facilitative Arrangement

- (i) The purpose of this arrangement is to facilitate agency level bargaining on classification structures.
- (ii) Specifically, the industrial parties are committed to the introduction of classification structures which provide a career path for trades and wages staff, recognise the importance of training and provide for appropriate progression. These arrangements are to be developed on an agency by agency basis. The parties at the sector-wide level are to establish minimum standards to include in the Crown Employees Wages Staff Rates of Pay Award.
- (iii) Further achievement of agency level outcomes should be achieved through:
 - (a) Each agency that has not implemented a skills based classification structure is to establish a joint union and management committee.
 - (b) Where applicable, the Director of Public Employment and Unions NSW may seek quarterly progress reports on agency level committee negotiations.
 - (c) The committee is to consider the existing arrangements in an agency, review the arrangements achieved already in other agencies, and establish negotiation parameters including:
 - (1) the development of level descriptors;
 - (2) identification of structured training for the purposes of the level descriptors; and
 - (3) translation of existing staff into any new structure.
 - (d) It is anticipated that agency level committees will complete their negotiations by the making of appropriate agency level industrial instruments. Such agency level arrangements will be reviewed by Unions NSW and the Director of Public Employment to establish minimum standards in the sector-wide Wages Staff Rates of Pay Award.

- (e) The usual Dispute Resolution procedures as set out in Clause 10 will be followed by the industrial parties in the context of these negotiations.
- (f) Should the agency level bargaining not be likely to be settled by the wages unions claim for a particular agency, then either party may seek the assistance of the Industrial Relations Commission of NSW through either conciliation and/or arbitration.

7. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

- (i) The entitlement to salary package in accordance with this clause is available to:
 - (a) permanent full-time and part-time employees;
 - (b) temporary employees, subject to the Department or agency's convenience; and
 - (c) casual employees, subject to the Department or agency's convenience, and limited to salary sacrifice to superannuation in accordance with subclause (vii).
- (ii) For the purposes of this clause:
 - (a) "salary" means the salary or rate of pay prescribed for the employee's classification by clause 5, Wages and Allowances, Part B of this Award, and any other payment that can be salary packaged in accordance with Australian taxation law.
 - (b) "post compulsory deduction salary" means the amount of salary available to be packaged after payroll deductions required by legislation or order have been taken into account. Such payroll deductions may include, but are not limited to, taxes, compulsory superannuation payments, HECS payments, child support payments, and judgement debtor/garnishee orders.
- (iii) By mutual agreement with the Director of Public Employment (DPE), an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:
 - (a) a benefit or benefits selected from those approved by the DPE; and
 - (b) an amount equal to the difference between the employee's salary, and the amount specified by the DPE for the benefit provided to or in respect of the employee in accordance with such agreement.
- (iv) An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.
- (v) The agreement shall be known as a Salary Packaging Agreement.
- (vi) Except in accordance with subclause (vii), a Salary Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the DPE at the time of signing the Salary Packaging Agreement.
- (vii) Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:
 - (a) paid into the superannuation fund established under the First State Superannuation Act 1992; or
 - (b) where the employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
 - (c) subject to the Department or agency's agreement, paid into another complying superannuation fund.

- (viii) Where the employee makes an election to salary sacrifice, the employer shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- (ix) Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
 - (a) *Police Regulation (Superannuation) Act 1906*;
 - (b) *Superannuation Act 1916*;
 - (c) *State Authorities Superannuation Act 1987*; or
 - (d) *State Authorities Non-contributory Superannuation Act 1987*,

the employee's Department or agency must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.

- (x) Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause (ix) of this clause, the employee's Department or agency must continue to base contributions to that fund on the salary payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary packaging is implemented.
- (xi) Where the employee makes an election to salary package:
 - (a) subject to Australian Taxation law, the amount of salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
 - (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to the employee's rate of pay, shall be calculated by reference to the rate of pay which would have applied to the employee under clause 5, Wages and Allowances, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- (xii) The DPE may vary the range and type of benefits available from time to time following discussion with the Unions NSW and unions. Such variations shall apply to any existing or future Salary Packaging Agreement from date of such variation.
- (xiii) The DPE will determine from time to time the value of the benefits provided following discussion with the Unions NSW and unions. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement.

8. Carer's Leave

- (i) Use of Sick Leave:
 - (a) An employee, other than a casual employee, with responsibilities in relation to a class of person set out in subparagraph 8(i)(c)(2) shall be entitled to use, in accordance with this subclause, any sick leave accruing from 1 January 1998 for absences to provide care and support for such persons when they are ill. Such leave may be taken for part of a single day.
 - (b) The employee shall, if required, establish either by production of a medical certificate or statutory declaration, the illness of the person concerned.

- (c) The entitlement to use sick leave in accordance with this subclause is subject to:
- (1) the employee being responsible for the care of the person concerned; and
 - (2) the person concerned being:
 - i. a spouse of the employee; or
 - ii. a de facto spouse, who, in relation to the employee, is a person of the opposite sex to the employee who lives with the employee as the husband or wife of the employee on a bona fide domestic basis although not legally married to that person; or
 - iii. a child or an adult child (including an adopted child, a step child, a foster child or an ex nuptial child), parent (including a foster parent or legal guardian), grandparent, grandchild or sibling of the employee or of the spouse or de facto spouse of the employee; or
 - iv. a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
 - v. a relative of the employee who is a member of the same household, where for the purposes of this subparagraph:

"relative" means a person related by blood, marriage, affinity or Aboriginal kinship structures;

"affinity" means a relationship that one spouse because of marriage has to the relatives of the other; and

"household" means a family group living in the same domestic dwelling.
- (d) An employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and that person's relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of the absence.
- (ii) Unpaid Leave for Family Purpose: An employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care and support to a member of a class of person set out in subparagraph 8(i)(c)(2) who is ill.
- (iii) Annual Leave:
- (a) An employee may elect, with the consent of the employer, subject to annual leave provisions applicable to employees covered by this award, to take annual leave not exceeding ten days in single day periods or part thereof, in any calendar year at a time or times agreed by the parties.
 - (b) Access to annual leave, as prescribed in paragraph 8(iii)(a) above, shall be exclusive of any shutdown period provided for elsewhere under the industrial instruments covered by this award.
 - (c) Where applicable, an employee and employer may agree to defer payment of annual leave loading in respect of single day absences, until at least five consecutive annual leave days are taken.
- (iv) Time Off in Lieu of Payment for Overtime:
- (a) An employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer within 12 months of the said election.

- (b) Overtime taken as time off during ordinary time hours shall be taken at the ordinary time rate, that is, an hour for each hour worked.
 - (c) If, having elected to take time as leave in accordance with paragraph 8(iv)(a) above, the leave is not taken for whatever reason, payment for time accrued at overtime rates shall be made at the expiry of the 12 month period or on termination.
 - (d) Where no election is made in accordance with the said paragraph 8(iv)(a), the employee shall be paid overtime rates in accordance with the award.
- (v) Make-up Time:
- (a) An employee may elect, with the consent of the employer, to work "make-up time", under which the employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the award, at the ordinary rate of pay.
- (vi) Bereavement Leave:
- (a) An employee other than a casual employee shall be entitled to up to two days Bereavement Leave without deduction of pay on each occasion of the death of a member of a class of person set out in subparagraph 8(i)(c)(2) above.
 - (b) The employee must notify the employer as soon as practicable of the intention to take Bereavement Leave and will, if required by the employer, provide to the satisfaction of the employer proof of death.
 - (c) Bereavement Leave shall be available to the employee in respect of the death of a person in relation to whom the employee could have utilised Carer's Leave as prescribed by this clause. The employee need not have been responsible for the care of the person concerned to be eligible for Bereavement Leave as prescribed in this subclause.
 - (d) An employee shall not be entitled to Bereavement Leave under this clause during any period in respect of which the employee has been granted other leave.
 - (e) Bereavement leave may be taken in conjunction with any other leave available to employees. Where such other available leave is to be taken in conjunction with Bereavement Leave, consideration will be given to the circumstances of the employee and the reasonable operational requirements of the employer.

9. Anti-Discrimination

- (i) It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award that, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;

- (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES

Employers and employees may also be subject to Commonwealth anti-discrimination legislation.

Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in the Act affects any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

10. Dispute Resolution Procedures

Subject to the provisions of the *Industrial Relations Act 1996*, all disputes relating to the provisions of this Award shall be dealt with in the following manner so as to ensure the orderly settlement of the matters in question:

- (i) Any grievance or dispute which arises shall, where possible, be settled by discussion on the job between the staff member and the immediate supervisor.
- (ii) If the matter is not resolved at this level, it will be further discussed between the staff member and the union delegate/employees representative and the employer.
- (iii) If no agreement is reached within a reasonable time period, the union or the employees representative will discuss the matter with the staff member's nominated representative.
- (iv) While the foregoing procedure is being followed, work shall continue normally. No part shall be prejudiced as to the final settlement by the continuance of work in accordance with this subclause.
- (v) Should the matter still not be resolved within a reasonable time period, it may be referred to the Industrial Relations Commission of New South Wales for settlement by either party.

11. Deduction of Union Membership Fees

- (i) The union shall provide the employer with a schedule setting out union fortnightly membership fees payable by members of the union in accordance with the union's rules.
- (ii) The union shall advise the employer of any change to the amount of fortnightly membership fees made under its rules. Any variation to the schedule of union fortnightly membership fees payable shall be provided to the employer at least one month in advance of the variation taking effect.
- (iii) Subject to 11(i) and (ii) above, the employer shall deduct union fortnightly membership fees from the pay of any employee who is a member of the union in accordance with the union's rules, provided that the employee has authorised the employer to make such deductions.
- (iv) Monies so deducted from employee's pay shall be forwarded regularly to the union together with the necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.

- (v) Unless other arrangements are agreed to by the employer and the union, all union membership fees shall be deducted on a fortnightly basis.
- (vi) Where an employee has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

12. Area, Incidence and Duration

The provisions of this Award shall apply to all NSW public sector classifications covered by the provisions of the awards and agreements set out at Schedule "A" of this Award (with the exception of the New South Wales Health Service, New South Wales Ambulance Service and Division of Analytical Laboratories) and will not apply to employees covered by the Zoological Parks Board of New South Wales Wages Employees' Award.

This award rescinds and replaces the Crown Employees Wages Staff (Rates of Pay) Award 2005 published 31 March 2006 (358 I.G. 747).

This Award shall take effect from the beginning of the first full pay period to commence on or after 22 June 2007 and shall remain in force until 30 June 2008.

SCHEDULE A

LIST OF AWARDS AND AGREEMENTS AFFECTED BY THE CROWN EMPLOYEES WAGES STAFF (RATES OF PAY) AWARD 2007

1. Building and Construction Industry (State) Award
2. Crown Employees (Security and General Services) Award
3. Crown Employees (Skilled Trades) Award
4. Crown Employees (Transport Drivers, &C) Award
5. Farm Assistants (Department of Education and Training) Wages and Conditions Award
6. Gangers (State) Award
7. Surveyors' Field Hands (State) Award
8. Fire Brigade (Maintenance, Construction and Miscellaneous Staff) Award
9. General Construction and Maintenance, Civil and Mechanical Engineering &C. (State) Award
10. Technical and Further Education Commission of New South Wales - Security Employees - Wages and Conditions Award
11. TAFE Commission of NSW, Home Science Assistants, Agreement No. 2342 of 1981
12. Crown Employees (Household Staff - Department of Education and Training) Wages and Conditions Award
13. New South Wales TAFE Commission (Graphic Arts Section, Sydney Institute) Wages and Conditions Award
14. Crown Employees (Museum of Applied Arts and Sciences Electrical Preparators) Award 2001
15. Crown Employees Conservation Field Officers (Department of Lands, Department of Infrastructure, Planning and Natural Resources and State Water Corporation) Award

16. Household Employees, Establishments, Departments of Agriculture, Education, Technical and Further Education, Leisure, Sport and Tourism and Government Accommodation Houses, Colleges of Advanced Education Agreement No. 2431 of 1982

SCHEDULE B

RATES OF PAY

CROWN EMPLOYEES (SECURITY AND GENERAL SERVICES) AWARD - RATES OF PAY

Clause 7 Rates of Pay Classification	Per week as at 1.7.06 \$	Per week as at 1.7.07 + 4% \$
Security Officer		
Grade 1	642.90	668.60
Grade 2	665.30	691.90
Grade 3	695.80	723.60
General Services Officer		
Grade 1	573.60	596.50
Grade 2	623.10	648.00
Grade 3	642.90	668.60
Part-time Employees - General Services Officer Grade 2 (Cleaners)	17.72	18.43

Application to school based employees of Department of Education and Training

Clause 7 Rates of Pay Classification	Per week as at 1.7.06 \$	Per week as at 1.7.07 + 4% \$
Security Officer		
Grade 1	692.80	720.50
Grade 2	717.00	745.70

Application to employees of New South Wales TAFE Commission

Clause 7 Rates of Pay Classification	Per week as at 1.7.06 \$	Per week as at 1.7.07 + 4% \$
General Services Officer		
Grade 2	671.40	698.30

CROWN EMPLOYEES (SKILLED TRADES) AWARD - RATES OF PAY

Classification - Clause 3. All up Rate - includes Industry Allowance, Special loading, Trade Allowance	Amount per week as at	
	1.7.06 \$	1.7.07 + 4% \$
Bespoke Bootmaker	677.90	705.00
Blacksmith	741.40	771.10
Body Maker, First Class	733.80	763.20
Boilermaker and/or Structural Steel Tradesperson	733.80	763.20
Boot or Shoe Repairer	665.30	691.90
Bricklayer	733.80	763.20
Bridge and Wharf Carpenter	733.80	763.20
Cabinet Maker	761.70	792.20
Carpenter and/or Joiner	733.80	763.20

Coach and/or Spray Painter	733.80	763.20
Drainer	741.40	771.10
Electrical Fitter	782.70	814.00
Electrical Instrument Fitter	819.60	852.40
Electrical Mechanic	782.70	814.00
Electrician in Charge of Plant having a capacity of 75 Kilowatts or more	834.60	868.00
Electrician in Charge of Plant having a capacity of less than 75 Kilowatts	797.10	829.00
Electronics Tradesperson	899.20	935.20
Farrier	741.40	771.10
Fitter	733.80	763.20
Forger and/or Faggoter	733.80	763.20
French Polisher	761.70	792.20
Machinist, A Grade (Woodworking)	733.80	763.20
Machinist, First Class (Metal Trades)	747.20	777.10
Marker-off	741.40	771.10
Mechanical Tradesperson - Special Class (as defined)	775.00	806.00
Motor Mechanic	733.80	763.20
Painter	733.80	763.20
Panel Beater	733.80	763.20
Patternmaker	756.10	786.30
Plant Electrician	826.20	859.20
Plant Mechanic	733.80	763.20
Plasterer	733.80	763.20
Plumber and/or Gasfitter	741.40	771.10
Radio Mechanic or Fitter	782.70	814.00
Refrigeration and/or Air Conditioning	782.70	814.00
Saw Doctor	782.70	814.00
Sawyer, No. 1 Benchperson	747.20	777.10
Scalemaker and/or Adjuster	733.80	763.20
Scientific Instrument Maker	756.10	786.30
Sewing Machine Mechanic	733.80	763.20
Sheetmetal Worker, First Class	733.80	763.20
Shipwright and/or Boatbuilder	733.80	763.20
Signwriter	756.10	786.30
Slater and Tiler	733.80	763.20
Stonemason	733.80	763.20
Stonemason-Carver	782.70	814.00
Tilelayer	733.80	763.20
Toolmaker	756.10	786.30
Toolsmith	741.40	771.10
Trimmer (Motor)	733.80	763.20
Turner	733.80	763.20
Watchmaker	720.70	749.50
Welder, Special Class	741.40	771.10
Welder, First Class	733.80	763.20

Application to employees of New South Wales TAFE Commission

Clause 7 - Rates of Pay Classification	Per week as at 1.7.06 \$	Per week as at 1.7.07 + 4% \$
Carpenter/Joiner	791.20	822.80
Electrical Fitter	843.90	877.70
Electrical Mechanic	843.90	877.70
Fitter	791.20	822.80

Machinist, A Grade (Woodworking)	791.20	822.80
Mechanical Tradesperson - Special Class	835.30	868.70
Motor Mechanic	791.20	822.80
Painter	791.20	822.80
Plumber	798.90	830.90
Saw Doctor	843.90	877.70
Turner	791.20	822.80

Wages for Apprentices - Apprentices shall receive as minimum weekly rates of pay, the following:

(i)

Four Year Term	Per week as at 1.7.06 \$	Per week as at 1.7.07 + 4% \$
1st year	317.20	329.90
2nd year	417.50	434.20
3rd year	534.80	556.20
4th year	616.80	641.50

Wages for apprentices employed by Department of Education and Training

Four Year Term	Per week as at 1.7.06 \$	Per week as at 1.7.07 + 4% \$
1st year	342.20	355.90
2nd year	450.10	468.10
3rd year	576.60	599.70
4th year	665.30	691.90

Wages for apprentices employed by New South Wales TAFE Commission

Four Year Term	Per week as at 1.7.06 \$	Per week as at 1.7.07 + 4% \$
1st year	342.20	355.90
2nd year	450.10	468.10
3rd year	576.60	599.70
4th year	665.30	691.90

- (ii) An apprentice who has passed the prescribed annual technical college examinations for the preceding year shall be paid an additional weekly allowance of \$1.00. Payment of this allowance is subject to a satisfactory report as to conduct, punctuality and workshop progress by his/her supervisor. Such additional allowance shall be payable from the beginning of the first pay period commencing in January following the examinations.
- (iii) An apprentice who, in any year fails to complete a subject or subjects but completes them concurrently with passing the succeeding year's examinations, shall be deemed to qualify for payment of the allowance specified in this subclause for the succeeding year as if he had not initially failed to complete the subject or subjects
- (iv) All wages shall be paid on a weekly basis: It shall be an implied term of any contract of apprenticeship that the employing Authority may deduct from the weekly wage of an apprentice an amount proportionate to the time lost by an apprentice for any reason not considered satisfactory to the employing Authority.

- (v) Apprentice patternmakers shall be paid the sum of \$1 per week in addition to the wage rates prescribed for apprentices in subclause (i).

CROWN EMPLOYEES (TRANSPORT DRIVERS, &c.) AWARD - RATES OF PAY

Clause 2 Wages	Classification	Weekly Rate FFPP	
		1.7.06	1.7.07 + 4%
		\$	\$
1. Drivers of motor wagons - having a manufacturer's gross vehicle mass in kilograms			
(a)	Up to 295 -	659.80	686.20
(b)	Over 2950 and up to 4650	665.30	691.90
(c)	Over 4650 and up to 6250	670.80	697.60
(d)	Over 6250 and up to 7700	670.80	697.60
(e)	Over 7700 and up to 9200	677.90	705.00
(f)	Over 9200 and up to 10800	677.90	705.00
(g)	Over 10800 and up to 12350	683.70	711.00
(h)	Over 12350 and up to 13950	683.70	711.00
(i)	Over 13950 and up to 15500	689.00	716.60
(j)	Over 15500 and up to 16950	695.80	723.60
(k)	Over 16950 and up to 18400	695.80	723.60
(l)	Over 18400 and up to 19750	695.80	723.60
(m)	Over 19750 and up to 21100	695.80	723.60
(n)	Over 21100 and up to 22450	701.20	729.20
(o)	Over 22450 and up to 23850	701.20	729.20
(p)	Over 23850 and up to 25200	701.20	729.20
(q)	Over 25200 and up to 26550	708.00	736.30
(r)	Over 26550 and up to 27900	708.00	736.30
(s)	Over 27900 and up to 29300	708.00	736.30
(t)	Over 29300 and up to 30650	708.00	736.30
(u)	Over 30650 and up to 32000	630.10	655.30
(v)	Over 32000 and up to 33350	630.10	655.30
(w)	Over 33350 and up to 34750	720.70	749.50
(x)	Over 34750 and up to 36100	720.70	749.50
(y)	Over 36100 and up to 37450	720.70	749.50
(z)	Over 37450 and up to 38800	720.70	749.50
(aa)	Over 38800 and up to 40200	727.80	756.90
(ab)	Over 40200 and up to 41550	727.80	756.90
(ac)	Over 41550 and up to 42900	727.80	756.90
(ad)	Over 42900 and up to 44250	733.80	763.20
(ae)	Over 44250 and up to 45650	733.80	763.20
2. Drivers of mobile cranes - employed in connection with the carriage and delivery of goods, merchandise and the like and/or in the performance of work incidental to the loading, unloading, handling and/or placement of goods - where the mobile crane has a lifting capacity in kilograms			
(a)	Up to and not exceeding 3050	670.80	697.60
(b)	Over 3050 and not exceeding 5100	677.90	705.00
(c)	Over 5100 and not exceeding 6100	683.70	711.00
(d)	Over 6100 and not exceeding 7100	683.70	711.00
(e)	Over 7100 and not exceeding 8100	683.70	711.00
(f)	Over 8100 and not exceeding 9150	683.70	711.00
(g)	Over 9150 and not exceeding 10150	689.00	716.60
(h)	Over 10150 and not exceeding 11200	689.00	716.60
(i)	Over 11200 and not exceeding 12200	689.00	716.60
(j)	Over 12200 and not exceeding 13200	695.80	723.60
(k)	Over 13200 and not exceeding 14200	695.80	723.60
(l)	Over 14200 and not exceeding 15250	695.80	723.60

(m)	Over 15250 and not exceeding 16250	695.80	723.60
(n)	Over 16250 and not exceeding 17250	701.20	729.20
(o)	Over 17250 and not exceeding 18300	701.20	729.20
(p)	Over 18300 and not exceeding 19300	701.20	729.20
(q)	Over 19300 and not exceeding 20300	701.20	729.20
(r)	Over 20300 and not exceeding 21350	708.00	736.30
(s)	Over 21350 and not exceeding 22350	708.00	736.30
(t)	Over 22350 and not exceeding 23350	708.00	736.30
(u)	Over 23350 and not exceeding 24400	708.00	736.30
(v)	Over 24400 and not exceeding 25500	708.00	736.30
(w)	Over 25500 and not exceeding 26400	708.00	736.30
(x)	Over 26400 and not exceeding 27450	708.00	736.30
(y)	Over 27450 and not exceeding 28450	713.60	742.10
(z)	Over 28450 and not exceeding 29450	713.60	742.10
(aa)	Over 29450 and not exceeding 30500	713.60	742.10
And for each additional 1000 kg or part thereof over - 33 cents			
3. Drivers of fork lifts - of a capacity			
(a)	Up to 4500 kg	670.80	697.60
(b)	Over 4500 to 9100	683.70	711.00
(c)	Over 9100 kg	689.00	716.60
4. Drivers of prime movers - where the crane has a lifting capacity of			
(a)	Up to 20350 kg	677.90	705.00
(b)	Over 20350 kg	695.80	723.60
5. Extra Hands			
		659.80	686.20

**FARM ASSISTANTS (DEPARTMENT OF EDUCATION AND TRAINING) WAGES AND
CONDITIONS AWARD - RATES OF PAY**

Clause 9 Wages	From 1.7.06	From 1.7.07 + 4%
	\$	\$
*Including Industry Allowance, Disability Allowance and Inclement Weather allowance		
Farm Assistant Class I	677.70	704.80
Class II	779.30	810.50
Flower Gardener	700.10	728.10

GANGERS (STATE) AWARD - RATES OF PAY

Clause 2, Rates of Pay	From 1.7.06	From 1.7.07 + 4%
	\$	\$
#Classification *Includes Industry allowance and Inclement Weather Allowance		
(i) Ganger in charge of gang which includes up to 9 people	775.10	806.10
From 10 to 15 people	797.10	829.00
16 people or more	811.70	844.20
Where gangs employ one or more plant items as defined a Ganger shall be paid for each day or part thereof the following allowance:		
Up to 3 major plant items	3.20	3.32
4 to 5 major plant items	5.50	5.72
6 or more major plant items	8.70	9.04
(ii) A Ganger in charge of 12 people or more:		
(a) Plate laying - permanent way	826.20	859.20

(b) In a tunnel drive or shaft	826.20	859.20
(iii) Gangers in Charge - PWD, with more than one gang or ganger	826.20	859.20
#(b) Timekeepers who are responsible for computing payments and allocating costs Less than 100 people on the time sheets - on works where cash orders or cheques for advance pay are issued	733.80	763.20
Where no cash orders pay cheques for advanced pay are issued	720.70	749.50
Assistant or check-timekeeper	708.00	736.30
Timekeepers and store-keepers (combined)	720.70	749.50
Storekeepers	720.70	749.50
#(b) Timekeepers who are responsible for computing payments and allocating costs 100 people or more on the time sheets - On works where cash orders or cheques for advance pay are issued	741.40	771.10
Where no cash orders pay cheques for advanced pay are issued	733.80	763.20
Assistant or check-timekeeper	720.70	749.50
Timekeepers and store-keepers (combined)	733.80	763.20
Storekeepers	720.70	749.50

SURVEYORS FIELD HANDS (STATE) AWARD - RATES OF PAY

Clause 4 Wages	1.7.06 \$	1.7.07 + 4% \$
#(i)(a) Weekly Hands - Instrument hand	677.90	705.00
Special Class Field Hand	670.80	697.60
First Class Field Hand	642.80	668.50
Second Class Field Hand	616.80	641.50
Operator of echo-sounding machine	665.30	691.90
Camp cook - seven days pw if required	616.80	641.50
(b) Daily Hands - The rate for daily hands shall be ascertained by adding the amount as set out in the table to the appropriate total weekly rate and dividing the sum by five	5.94	6.18

FIRE BRIGADE (MAINTENANCE, CONSTRUCTION AND MISCELLANEOUS STAFF) AWARD - RATES OF PAY

Clause 3, Rates of Pay #Classification	From 1.7.06 \$	From 1.7.07 + 4% \$
(a) Electrical Department - Automotive Electrical	782.70	814.00
Battery Fitter	782.70	814.00
Electrical Fitter	782.70	814.00
Electrical Mechanic	782.70	814.00
Electronic Technician - 1st year	927.60	964.70
2nd year	946.60	984.50
3rd year	972.90	1011.80
4th year	993.10	1032.80
Instrument Maker	819.60	852.40
Radio Mechanic	782.70	814.00
Telephone Mechanic	782.70	814.00
Trades Assistant (Electrical Department)	628.60	653.70
Labourer-General (Electrical Department)	506.20	526.40
(b) Workshops Department - Blacksmith/Welder	741.40	771.10
Bodymaker	733.80	763.20
Draughtsperson - Detail 1st year	677.90	705.00
2nd year	708.00	736.30
3rd year	741.40	771.10

4th year	782.70	814.00
Thereafter	819.60	852.40
Welder	741.40	771.10
Fitter and/or Turner	713.60	742.10
Motor Mechanic	733.80	763.20
Motor Trimmer	733.80	763.20
Painter (Vehicle)	733.80	763.20
Panel Beater	733.80	763.20
Signwriter (vehicle)	713.60	742.10
Trades Assistant (Mechanical Workshops)	606.40	630.70
Labourer-General (Mechanical Workshops)	506.20	526.40
(c) Boot Factory - Bootmaker	708.00	736.30
(c) Building and Maintenance Dept Draughtsperson Building Services		
1st year	782.70	814.00
2nd year	797.10	829.00
3rd year	811.70	844.20
4th year	826.20	859.20
Thereafter	848.80	882.80
Plumber	741.40	771.10
Bricklayer	733.80	763.20
Carpenter	733.80	763.20
Painter	733.80	763.20
Plasterer	733.80	763.20
Labourer-Builders	720.70	749.50
(e) Cleaner -	649.40	675.40
Stores Assistant	683.70	711.00
Sailmaker	713.60	742.10
(f) Transport Assistant	727.80	756.90
(h) Hose Repair Department: Hose Assembler and Repairer	677.90	705.00

**GENERAL CONSTRUCTION AND MAINTENANCE, CIVIL AND MECHANICAL ENGINEERING
&C (STATE) AWARD - RATES OF PAY**

Clause 3 Wages	From 1.7.06 \$	From 1.7.07 + 4% \$
* Includes Industry Allowance, Inclement Weather, Follow The Job		
*Classification: (i) Miscellaneous Labour - Construction Worker, Group 1	677.90	705.00
Amenities Attendant (including camp);	677.90	705.00
Sanitary and/or garbage labour	677.90	705.00
Clerical work - labourer	677.90	705.00
Fencer	677.90	705.00
Flagperson	677.90	705.00
General Labourer - not otherwise classified	677.90	705.00
Greaser	677.90	705.00
Labourer - bending reinforcing steel	677.90	705.00
Labourer - planting, spraying and/or lopping Trees	677.90	705.00
Labourer tarring bridge and/or other Woodwork	677.90	705.00
Labourer - Loading unloading, and/or Stacking materials other than Cement	677.90	705.00
Machine person's assistant	677.90	705.00
Motor and/or pump attendant	677.90	705.00
Pile Driver - top-person	677.90	705.00
Pile Pointer, rigger and/or shoer	677.90	705.00
Scabbler	677.90	705.00
Temporary Buildings - Labourer erecting	677.90	705.00

Tip-person and/or Loading Tallyperson	677.90	705.00
Tradesmen's Labourer - on construction Work	677.90	705.00
Construction Worker, Group 2	713.60	742.10
Bricklayer's Labourer	713.60	742.10
Cement - Labourer loading, unloading, And/or stacking	713.60	742.10
Crane chaser	713.60	742.10
Erector structural steel	713.60	742.10
Greaser attending machinery cable way Above ground level	713.60	742.10
Worker - placing precast blocks and metal Strips	713.60	742.10
Strips in re-inforced earth construction	713.60	742.10
Machine drill and/or tool sharpener	713.60	742.10
Machineperson and/or pneumatic pickperson and/or tamperperson	713.60	742.10
Pegperson and/or Employee boning	713.60	742.10
Powder Monkey's assistant	713.60	742.10
Preload Wire winding machine operator	713.60	742.10
Rigger's assistant and/or hemp rope splicer	713.60	742.10
Storeperson	713.60	742.10
Timberperson up to m in depth	713.60	742.10
Construction Worker, Group 3	733.80	763.20
Augerperson - pneumatic or electrically Powered augers and/or timber boring Machines	733.80	763.20
Frankipile operator	733.80	763.20
Pile driver	733.80	763.20
Powder monkey	733.80	763.20
Scaffolder (certified)	733.80	763.20
Timberperson over m in depth	733.80	763.20
Wire rope splicer (not being a certified Rigger)	733.80	763.20
Construction Worker, Group 4	747.20	777.10
Dogperson	747.20	777.10
Rigger (certificated) and wire rope splicer	747.20	777.10
Construction Worker - Other	747.20	777.10
Diver - Six hour day	782.70	814.00
Divers attendant - Six hour day	701.20	729.20
Rotary earth digger (auger type) operator - From 48.5 kw to 74.6 kw	689.00	716.60
Over 74.6 kw to 111.9 kw	701.20	729.20
Over 111.9 kw	720.70	749.50
Assistant	600.10	624.10
Pile Driver - loading on Sheer legs or Pile Ram up to 30.5 tonnes		
Lift	741.40	771.10
Pile Driver - loading on Sheer legs or Pile Frame over 30.5 tonnes		
Lift	756.10	786.30
Sand Blaster Operator	689.00	716.60
Adzperson, augerperson or sawperson	659.80	686.20
Assistant Depotperson	659.80	686.20
Axeperson	659.80	686.20
Ballast - labourer discharging from punt	659.80	686.20
Bankperson - in connection with dredges, Including employees laying or removing Pipes between dredge and shore	659.80	686.20
Bridge Foundations - labourer engaged in Boring for (except for machineperson)	659.80	686.20
Compressed and/or mastic asphalt Labourer; caulker	659.80	686.20
Crusher feeder and sand roller attendant	659.80	686.20
Divers pumper	659.80	686.20
Flying Fox - labourer	659.80	686.20
Forest Devil - labourer	659.80	686.20

Labourer - destroying rabbits (if required to provide transport \$1.34per day extra and \$0.98 pw extra shall be paid for each dog not exceeding two dogs)	659.80	686.20
Pole erecting - labourers erecting telegraph Poles, electric light and/or power poles	659.80	686.20
Signalperson - cableway	659.80	686.20
Turfing, cutting and/or laying including Landscaping on civil engineering Construction sites - labourer engaged in	659.80	686.20
Barring down - labourer	695.80	686.20
Bridge Carpenters - Labourer (Including demolition work)	695.80	686.20
Laboratory Testing Assistant	695.80	686.20
Pipe - cement, monier and/or concrete Labourer engaged in the manufacture of	695.80	686.20
Pipelayer and/or jointer	695.80	686.20
Pipeliner - hand - working inside pipe	695.80	686.20
Operator of mobile track drill - Independent rotation	741.40	771.10
Wharf preservation operator - (this rate is inclusive of any extra payment for the use of The creosote and working afloat in a scow)	727.80	756.90
Labourer using boat - flotsam	782.70	814.00
(ii) Youths - At 15 years of age	417.50	434.20
At 16 years of age	441.20	458.80
At 17 years of age	506.30	526.60
#(iii) Concrete Construction, Concrete worker - including floater, Form Erector and/or stripper, jазzerperson and/or tamperperson, concrete cutting or drilling machine operator, kerb and/or gutter layer	713.60	742.10
Concrete Finisher	733.80	763.20
Concrete kerb finisher & patcher (steel, wooden, rubber or mechanical trowel)	733.80	763.20
Central mortar batch plant - operator (this rate is inclusive of any extra payment)	695.80	723.60
Central concrete batch plant - weigher and batcher (this rate is inclusive of any extra payment)	720.70	749.50
Labourer placing and/or tack welding reinforcing steel	733.80	763.20
Labourer bending reinforcing steel to pattern or plan	713.60	742.10
Manhole builder	720.70	749.50
Pressure grouter	733.80	763.20
Pressure grouter's assistant	708.00	736.30
Cement gun operator - dry - underground	741.40	771.10
Cement gun operator - wet - underground	720.70	749.50
Cement gun operator - other	713.60	742.10
Assistant Concrete Pump Operator	713.60	742.10
#(iv) Underground and Trench Excavation Tunnel Miner	769.50	800.30
Tunnel Miner - assisting	720.30	749.10
All other labour in tunnelling crew	720.30	749.10
Shaft Miner	769.50	800.30
Trench labourer - excavating - from 0.9m to 3m deep (when required to use pneumatic machines shall be paid at least machineperson's rates)	659.80	686.20
Over 3m to m deep	695.80	723.60
Over m to 12.2m deep	720.70	749.50
Miner - operating Tunnel Boring Machine	841.60	875.30
Miner - attending Tunnel Boring Machine (including all labour, the Other than tradesperson, engaged on work in the tunnel in support of Operation of a Tunnel Boring Machine)	797.10	829.00
Concrete Liner in Tunnel	769.50	800.30
Mechanical Miner Operator	769.50	800.30

(v) Cylinder Sinking - Air Lock Attendant	670.80	697.60
Person working in cylinders or caissons with air pressure in earth other than rock, concrete, sandstone and/or strata other than earth less than m deep (25 cents per shift extra for each additional m of depth or part thereof)	659.80	686.20
Person working in cylinders or caissons with air pressure in rock, concrete, sandstone and/or strata other than earth less than metre Deep (25cents per shift extra for each additional metre of depth or part thereof)	659.80	686.20
Person working in cylinders or caissons without air pressure excavating earth other than rock, concrete, sandstone and/or strata other than earth less than metres deep (25 cents per hour extra Additional metre of depth or part thereof)	659.80	686.20
Cylinder sinking - Benoto process - attendant	659.80	686.20
#(vi) Irrigation Labourer - boring test or other holes by hand	659.80	686.20
Labourer - cutting noxious weeds with hoe	659.80	686.20
Labourer - using hand trowels on cement or concrete channels	695.80	723.60
Labourer - using shovel for constructing cement channels - known As laying on	695.80	723.60
Layer-on of hot mastic asphalt compounds in supply channels, Expansion joints or cracks in concrete channels	659.80	686.20
Maintenance persons - in channels	659.80	686.20
Painter of layer of bitumen, colfix, laykol or similar substance	659.80	686.20
#(vii) Driller - Operator - Shot drilling machine, large (thirty eight hours pw)	713.60	742.10
Driller - Operator - Shot drilling machine, large (35 hours pw)	713.60	742.10
Driller - Operator - Diamond and/or Shot drilling machine, small	695.80	686.20
Driller - Operator's assistant - diamond and/or shot drilling machine, large	665.30	691.90
Driller - Operator's assistant - diamond and/or Shot drilling machine, small	665.30	691.90
Tamrock DHA 800 Drill Operator	775.10	806.10

(Note: Operator setting diamonds and/or keeping safe custody of diamonds shall be paid 5 cents per hour in addition to the above rates).

#(viii) Railway construction - Group A	From 1.7.06	From 1.7.07 + 4%
	\$	\$
Back bolter	659.80	686.20
Boxer-up	659.80	686.20
Brakesperson, spragger or spragsperson	659.80	686.20
Cutting and/or breaking rails - labourer	659.80	686.20
Erector of grade indicators	659.80	686.20
Fettler	659.80	686.20
Heelperson	659.80	686.20
Jackperson (two to be paid alike)	659.80	686.20
Labourer erecting stanchions for the overhead wiring for railways	659.80	686.20
Linker-in	659.80	686.20
Leverperson	659.80	686.20
Loading, unloading and/or stacking rails and/or sleepers old and/or new materials - labourer	659.80	686.20
Packer on metal roads and/or in yards	659.80	686.20
Packers (two) with leverperson on metal roads in gangs of eight or more people	659.80	686.20
Packers (two) with leverperson on muck roads in gangs of eight or more people	659.80	686.20
Punchperson, hydraulic and/or crowperson	659.80	686.20
Rail pressing - labourer	659.80	686.20
#(viii) Railway Construction - Group A (cont'd)	659.80	686.20
Re-railing and/or re-sleeping labourer	659.80	686.20

Sleeper pacer and squarer	659.80	686.20
Straightening gang - labourer in	659.80	686.20
Group C		
Leader linker-in	708.00	736.30
Rail Welder Operators of Track Laying Renewal	708.00	736.30
Machines as follows: (i) Sleeper gantry operator	708.00	736.30
(ii) Sleeper feed operator	708.00	736.30
(iii) Sleeper pick-up operator	708.00	736.30
(iv) Rail alignment operator	708.00	736.30
Assistant operator Track Tamping Machine	708.00	736.30
Operator APan Driver@ Machine, or similar	708.00	736.30
Group D		
Operator Ballast Regulating Machine	708.00	736.30
Group E		
Operator Track Tamping Machine	741.40	771.10
#(ix) Road Construction and Maintenance - Hot mix operator - plant with capacity of under 1,474.2 kg per batch	741.40	771.10
Hot mix plant operator - other	720.70	749.50
Maintenance labourer	670.80	697.60
Bituminous gang labourer	670.80	697.60
Tar and/or bituminous labourer - other	659.80	686.20
Maintenance patroller	670.80	697.60
Field assistant	720.70	749.50
Storeperson - including recording catalogue Numbers	720.70	749.50
Storeperson - High Rise Operation	741.40	771.10
Premix and Asphalt Plant Operator	741.40	771.10
Pug Mill rated Capacity under 1,474.2 kg per batch or equivalent	741.40	771.10
Pug Mill Rated Capacity over 1,474.2 kg but less than 6,000 kg	756.10	786.30
Pug Mill Rated Capacity over 6,000 kg	775.10	806.10
Premix and Asphalt, Central Asphalt Depot - Senior Operator	819.60	852.40
Stone Handling Plant attendant	666.20	692.80
All other attendants at Plant	670.80	697.60
Manual Kerb Extruding Machine operator	695.80	723.60
Labourers engaged in the erection and placement of steel wire Mattresses	695.80	723.60
Labourers engaged in the erection and placement of steel wire Gabions	720.70	749.50
Automatic Kerb Extruding, Trimmer and Paver Machine Operator		
(i) 48.5 kw and under	708.00	736.30
(ii) over 48.5 kw but less than 97 kw	733.80	763.20
Traffic Line Marking - Operator or machine attendant	708.00	736.30
Other attendant	683.70	711.00
Tow Truck Attendant - Sydney Harbour Bridge Approaches (this rate is inclusive of the shift rate prescribed in subclause (iv))	701.20	729.20
Slip Form Concrete Paving Machine Operator	756.10	786.30
Curing and Texturing Machine Operator	713.60	742.10
(x) The following rates shall apply to employees of the classes specified, employed by the Department of Land & Water		
Conservation		
Driller - Hand Boring Plant	720.70	749.50
Helper - Hand Boring Plant	670.80	697.60
Test well borer	670.80	697.60
Employees engaged spraying weeds and/or grasses with chemical Weedicide shall be paid as follows:		
Spray Operator	695.80	723.60
Labourer cleaning silt pits	659.80	686.20
Percussion drill operator - research	775.10	806.10
Gemco drill operator - research	741.40	771.10
Trainee Channel Attendant	741.40	771.10

Artesian and Sub-artesian bores - Assistant - cable tool rigs	642.80	668.50
Helpers - cable tool rigs	642.80	668.50
Assistants - rotary hammer drill rigs	689.00	716.60
Helpers - rotary hammer drill rigs	689.00	716.60

**TECHNICAL AND FURTHER EDUCATION COMMISSION OF NEW SOUTH WALES -
SECURITY EMPLOYEES - WAGES AND CONDITIONS AWARD - RATES OF PAY**

Clause 8 Rates of Pay	From 1.7.06 \$	From 1.7.07 + 4% \$
Full Time Security Officer		
Grade 1	692.80	720.50
Grade 2	717.00	745.70
Grade 3	749.80	779.80
Part-Time Security Officer		
Grade 1 (accruing time for RDO's) (per hour)	19.05	19.81
Grade 1 (not accruing time for RDO's) (per hour)	20.06	20.86
Grade 2 (accruing time for RDO's) (per hour)	19.73	20.52
Grade 2 (not accruing time for RDO's) (per hour)	20.77	21.60
Grade 3 (accruing time for RDO's) (per hour)	20.61	21.43
Grade 3 (not accruing time for RDO's) (per hour)	21.70	22.57

**HOME SCIENCE ASSISTANTS DEPARTMENT OF TECHNICAL AND FURTHER EDUCATION
AGREEMENT 2342 OF 1981 - RATES OF PAY**

Clause 4 - Wages	From 1.7.06 \$	From 1.7.07 + 4% \$
Home Science Assistant I	624.20	649.20

**CROWN EMPLOYEES (HOUSEHOLD STAFF - DEPARTMENT OF EDUCATION AND
TRAINING) WAGES AND CONDITIONS AWARD - RATES OF PAY**

Clause 4 - Wages	From 1.7.06 \$	From 1.7.07 + 4% \$
Household Staff Grade 1 Kitchen Hand or Useful	573.20	596.10
Cleaner	573.20	596.10
Room Attendant	573.20	596.10
Dining Room Attendant	573.20	596.10
Laundry Attendant	573.20	596.10
Stores Steward	573.20	596.10
Household Staff Grade 2 Butcher (casual)	579.50	602.70
Cook (unqualified)	579.50	602.70
Household Staff Grade 3 Laundry Supervisor	597.00	620.90
Cook (qualified)	597.00	620.90
Dining Room Supervisor	597.00	620.90
Housekeeper/Cleaning Supervisor	597.00	620.90
Household Staff Grade 4 First Cook (qualified)	628.20	653.30
Household Staff Grade 5 Catering Supervisor	656.20	682.40

**NEW SOUTH WALES TAFE COMMISSION (GRAPHIC ARTS SECTION, SYDNEY INSTITUTE)
WAGES AND CONDITIONS AWARD - RATES OF PAY**

Clause 3 - Rates of Pay	From 1.7.06 \$	From 1.7.07 + 4% \$
Printing Support Officer		
Level 1	829.10	862.30
Level 2	899.70	935.70
Level 3	1,122.00	1,166.90
Level 4	1,262.40	1,312.90
Printing Computer Support Officer	1,122.00	1,166.90

CROWN EMPLOYEES (MUSEUM OF APPLIED ARTS AND SCIENCES ELECTRICAL PREPARATORS) AWARD 2001 - RATES OF PAY

Clause 6- Wage Rates	From 1.7.06 (per year) \$	From 1.7.07 (per year) + 4% \$
Electrical Preparator - Grade 1		
Year 1	44,199	45,967
Year 2	45,381	47,196
Year 3	46,652	48,518
Electrical Preparator - Grade 2		
Year 1	48,419	50,356
Year 2	50,312	52,324
Senior Electrical Preparator - Grade 1		
Year 1	52,385	54,480
Year 2	53,338	55,472

CONSERVATION FIELD OFFICERS

DEPARTMENT OF LANDS, DEPARTMENT OF INFRASTRUCTURE, PLANNING AND NATURAL RESOURCES AND STATE WATER CORPORATION AWARD - RATES OF PAY

Schedule 1 - Wage Rates	From 1.7.06 \$	From 1.7.07 + 4% \$
Trainee	641.40	667.10
Grade I	668.70	695.40
Grade II	704.90	733.10
Grade III	742.40	772.10
Grade IV	763.20	793.70
Grade V	806.10	838.30
Grade VI	859.20	893.60
Grade VII	902.20	938.30

HOUSEHOLD EMPLOYEES, ESTABLISHMENTS, DEPARTMENTS OF AGRICULTURE, EDUCATION, TECHNICAL AND FURTHER EDUCATION, LEISURE, SPORT AND TOURISM AND GOVERNMENT ACCOMMODATION HOUSES, COLLEGES OF ADVANCED EDUCATION AGREEMENT NO. 2431 OF 1982 - RATES OF PAY

Weekly Rate FFPP	From 1.7.06 \$	From 1.7.07+ 4% \$
Cook - where one cook is normally employed	624.10	649.10
Housemaid	535.80	557.20

SCHEDULE C**WORK RELATED ALLOWANCES****CROWN EMPLOYEES (SECURITY AND GENERAL SERVICES) AWARD - WORK RELATED ALLOWANCES**

Clause 9 - Additional Rates	As at 1.7.06 \$	As at 1.7.07 + 4% \$
(i) Leading Hands Allowance: (per week)		
1 - 5 employees	27.60	28.70
6 - 10 employees	31.30	32.60
11-15 employees	40.90	42.50
16-20 employees	47.10	49.00
Over 20 employees - for each employee over 20 an additional 49 cents is paid	47.10	49.00
(ii) Qualification allowance (per week)	18.60	19.30
(iii) First Aid Allowance (per week)	14.20	14.80
(iv) Boiler Attendants Certificate (per week)	12.10	12.60
(v) Refrigeration Drivers Certificate (per week)	12.10	12.60
(vi) Contingency Allowance (per week)		
1-10 Hours per week	7.60	7.90
11 to 25 hours per week	11.80	12.30
26 to 38 hours per week	15.80	16.40
(vii) Toilet allowance (per week)	9.40	9.80
(viii) Multi-Purpose Machines Allowance - per shift	2.28	2.38
(ix) Furniture removal allowance - per shift	2.28	2.38
(x) Torches - per shift	0.76	0.80
(xi) Laundry allowance - per shift	1.58	1.64
(xii) Locomotion allowance - per shift	25.20	26.20
(xiii) Bicycle allowance - per shift	1.98	2.06
Clause 10 (iii)(a)(b) Shift Allowances		
Broken Shifts allowance (per day)	11.58	12.04
Excess Fares allowance (per week)	7.40	7.70
Clause 13(ii) General Conditions		
Accommodation deduction (per week)	14.40	15.00

Application to school based employees of Department of Education and Training

Clause 8 - Additional Rates	As at 1.7.06 \$	As at 1.7.07 + 4% \$
(i) Leading Hands Allowance (per week)		
1 - 5 employees	29.80	31.00
6 - 10 employees	33.70	35.00
11-15 employees	44.00	45.80
16-20 employees	51.00	53.00
Over 20 employees - for each employee over 20 an additional 49 cents is paid	51.00	53.00
(v) Contingency Allowance (per week)		
1-10 Hours per week	8.20	8.50
11 to 25 Hours per week	12.60	13.10
26 to 38 Hours per week	17.00	17.70

Application to employees of New South Wales TAFE Commission

Clause 8 - Additional Rates	As at 1.7.06 \$	As at 1.7.07 + 4% \$
(i) Leading Hands Allowance (per week)		
1 - 5 employees	29.80	31.00
6 - 10 employees	33.70	35.00
11-15 employees	44.00	45.80
16-20 employees	51.00	53.00
Over 20 employees - for each employee over 20 an additional 49 cents is paid	51.00	53.00
(iii) First Aid allowance (per week)	15.60	16.20
(x) Laundry allowance - per shift	1.76	1.84

CROWN EMPLOYEES (SKILLED TRADES) AWARD - WORK RELATED ALLOWANCES

Clause No.	Brief Description	As at 1.7.06 \$	As at 1.7.07 + 4% \$
4.2	Carpenter Diver (p.w.)	214.10	222.70
4.4	Electrician who is holder of a NSW electrician's licence: A Grade Licence (p.w.)	35.60	37.00
	B Grade Licence (p.w.)	19.10	19.90
4.5	Lead Burner (p.h.)	0.75	0.78
4.6	Plumber and Drainer when required to act on: plumbers licence (p.h.)	0.92	0.96
	gasfitters licence (p.h.)	0.92	0.96
	drainers licence (p.h.)	0.78	0.81
	plumbers and gasfitters licence (p.h.)	1.24	1.29
	plumbers and drainers licence (p.h.)	1.24	1.29
	gasfitters and drainers licence (p.h.)	1.24	1.29
	plumbers, gasfitters and drainers licence (p.h.)	1.71	1.78
4.7	Holder of Electric Welding [DIRE Certificate] (p.h.)	0.53	0.55
4.8	Boot or Shoe Repairer required to repair anatomical, surgical or orthopaedic boots or shoes (p.w.)	19.20	20.00
4.9	Shipwright-Boatbuilder, for: Liner Off, Loftsperson and Model Maker (p.h.)	0.99	1.03
4.10	Computing quantities (p.d.)	4.20	4.36
4.11	Joiner, Public Works and Education Departments: when working at regular place of employment (p.w.)	33.20	34.50
	when working away from regular place of employment (p.d.)	6.64	6.90
4.12	Registration allowance (p.h.)	0.72	0.75
4.13	Building tradesperson - Marking off/Setting out (p.w.)	0.90	0.90
4.14	Cold places: below 0 degree Celsius (p.h.)	0.57	0.59
	below minus 7 degrees Celsius (p.h.)	0.67	0.70
4.15	Confined spaces (p.h.)	0.73	0.76
4.16	Dirty work (p.h.)	0.57	0.59
	For Bridge and wharf carpenter who: uses material or liquid that is injurious to clothes or damages his/her tools (p.h.)	0.57	0.59
	is engaged in work where dirt or dust or other foreign matter or refuse has accumulated to become damaging to the clothes or tools or objectionable or injurious to the person. (p.h.)	0.57	0.59

Clause No.	Brief Description	As at 1.7.06 \$	As at 1.7.07 + 4% \$
4.2	Carpenter Diver (p.w)	214.10	222.70
4.4	Electrician who is holder of a NSW electrician's licence: A Grade Licence (p.w.) B Grade Licence (p.w.)	35.60 19.10	37.00 19.90
4.5	Lead Burner (p.h.)	0.75	0.78
4.6	Plumber and Drainer when required to act on: plumbers licence (p.h.) gasfitters licence (p.h.) drainers licence (p.h.) plumbers and gasfitters licence (p.h.) plumbers and drainers licence (p.h.) gasfitters and drainers licence (p.h.)	0.92 0.92 0.78 1.24 1.24 1.24	0.96 0.96 0.81 1.29 1.29 1.29
	Shipwright Boatbuilder engaged in work as set out in subclause 5.16.2 (v) (p.h.)	0.57	0.59
4.17	Height money:		
	7.5 metres from ground, deck, floor or water (p.h.) for every additional 3 metres (p.h.)	0.57 0.13	0.59 0.13
4.18	Hot places: between 46 degrees celsius and 54 degrees celsius (p.h.) exceeds 54 degrees celsius (p.h.)	0.57 0.73	0.59 0.76
4.19	Handling insulation material (p.h.)	0.73	0.76
4.20	Smoke boxes: repairs to smoke-boxes furnace or flues of boilers (p.h.) repairs to and while inside oil fired boilers (p.h.)	0.37 1.42	0.38 1.48
4.21	Wet places: where water other than rain is falling and required to work in wet clothing or boots (p.h.) when required to work in the rain (p.h.) called upon to work on a raft, open board, punt or pontoon having a freeboard of 305m.m or less (p.d.) called upon to work knee-deep in mud or water (p.d.)	0.57 0.57 2.20 4.52	0.59 0.59 2.28 4.70
4.22	Construction or repairs to acid furnaces, stills, towers and all other acid resisting brickwork (p.h.)	2.93	3.05
	Construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work (p.h.)	2.93	3.05
4.23	Towers allowances: construction exceeding 15 metres in height, and (p.h.) for each additional 15 metres (p.h.)	0.57 0.57	0.59 0.59
4.24	Depth exceeding 3 metres (p.h.)	0.57	0.59
4.25	Swing scaffolds: for the first four hours or any portion thereof, and (p.h.) for each hour thereafter (p.h.) Solid plasterers when working off a swing scaffold (p.h.)	4.22 0.86 0.13	4.39 0.89 0.13
4.26	Spray application (p.h.)	0.56	0.58
4.27	Soil pipes (p.h.)	0.73	0.76
4.28	Working on second-hand timber (p.d.)	2.26	2.36
4.29	Roof work: work in excess of 12 metres from the nearest floor level (p.h.) minimum payment (p.h.)	0.73 0.73	0.76 0.76
4.30	Electric welding (p.h.)	0.20	0.21

4.31	Explosive powered tools: employee required to use explosive powered tools (p.d.) bridge and wharf carpenter when required to use these tools (p.d.)	1.38 1.38	1.44 1.44
4.32	Scaffolding rigging (p.h.)	0.57	0.59
4.33	Corrective establishments (p.h.)	1.44	1.50
	Mental institutions (p.h.)	1.10	1.14
	Geriatric hospitals: Allandale, Garrawarra and Strickland Hospitals (p.h.)	0.41	0.43
	Geriatric hospitals:- Lidcombe Hospital (p.h.)	0.37	0.38
	Work in hot/cold water tanks for the purpose of the control of Legionella Pneumophilia (p.h.)	2.67	2.78
4.34	Distant places: in districts as set out in subclause 5.3 (p.d.) in western division of the state (p.d.) within the area as set out in subclause 5.36.3 (p.d.)	1.10 1.80 1.80	1.14 1.88 1.88
	Bridge and road construction within the area as set out in subclause 4.34.4 (p.d.)	1.04	1.08
4.36	Morgues (p.h.)	0.67	0.70
4.37	Application of epoxy based materials or materials of a like nature (p.h.) Application of such material in buildings which are normally air conditioned (p.h.)	0.73 0.50	0.76 0.52
	Working in close proximity to employees so engaged (p.h.)	0.57	0.59
4.38	Bricklayers laying other than standard bricks where block weighs: over 5.5 kg and under 9 kg (p.h.) 9 kg or over and up to 18 kg (p.h.) over 18 kg (p.h.)	0.57 1.01 1.60	0.59 1.05 1.66
4.39	Bagging bricks or concrete structures (p.h.)	0.53	0.55
4.40	Cleaning down brickwork using acids or other corrosive substances (p.h.)	0.53	0.55
4.41	Materials containing asbestos (p.h.)	0.73	0.76
4.42	Operation of pneumatic tools of 2.75 kg or over (p.d.)	3.12	3.24
4.43	Operation of brick cutting machine (p.h.)	0.73	0.76
4.44	Asbestos eradication (p.h.)	1.92	2.00
4.45	Employee required to work in an Animal House (p.h.)	0.36	0.37
4.46	Employee of Roads and Traffic Authority, Illawarra region working in areas where coal wash is being unloaded, handled or spread (p.h.)	0.57	0.59
5	Tool Allowances - Electrical		
	Electrical Fitter	14.40	15.00
	Electrical Fitter/Mechanic	14.40	15.00
	Electrical Instrument Fitter	14.40	15.00
	Electrical Mechanic	14.40	15.00
	Electrician in charge of plant having a capacity of less than 75 kilowatts	14.40	15.00
	Electronic Tradesperson	14.40	15.00
	Electrical Instrument Fitter	14.40	15.00
	Plant Electrician	14.40	15.00
	Radio Mechanic and Fitter	14.40	15.00
	Refrigeration and/or Air Conditioning Mechanic	14.40	15.00
6.1	Employee appointed to be in charge of up to and including five employees (p.w.)	36.40	37.90
6.2	Employee appointed to be in charge of more than five and up to and including ten employees (p.w.)	46.70	48.60

6.3	Employee appointed to be in charge of more than ten employees (p.w.)	61.20	63.60
15.1	Chokages pipe or pump (p.d.)	6.70	6.96
15.2	Fouled equipment (p.d.)	6.70	6.96
17.4	First Aid qualifications (p.d.)	2.52	2.62

Application to employees of Department of Education and Training

Clause No	Brief Description	Amount 1.7.06 \$	As at 1.7.07 + 4% \$
5	Tool Allowances - Electrical		
	Radio Mechanic and Fitter	15.70	16.30

Application to employees of New South Wales TAFE Commission

Clause No.	Brief Description	Amount 1.7.06 \$	Amount 1.7.07 + 4% \$
4.4	Electrician who is holder of a NSW electrician's licence: A Grade Licence (p.w.)	38.30	39.80
4.6	Plumber and Drainer when required to act on: plumbers, gasfitters and drainers licence (p.h.)	1.85	1.92
4.12	Registration allowance (p.h.)	0.76	0.79
4.15	Confined spaces (p.h.)	0.78	0.81
4.16	Dirty work (p.h.)	0.62	0.64
4.17	Height money: 7.5 metres from ground, deck, floor or water (p.h.)	0.62	0.64
4.19	Handling insulation material (p.h.)	0.78	0.81
4.21	Wet places: where water other than rain is falling and required to work in wet clothing or boots (p.h.) where required to work in the rain (p.h.) called upon to work on a raft, open board, punt or pontoon having a freeboard of 305m.m or less (p.d.) called upon to work knee-deep in mud or water (p.d.)	0.62 0.62 2.42 4.88	0.64 0.64 2.52 5.08
4.23	Towers allowances: construction exceeding 15 metres in height, and (p.h.) for each additional 15 metres (ph)	0.62 0.62	0.64 0.64
4.27	Soil pipes (p.h.)	0.78	0.81
4.29	Roof work: work in excess of 12 metres from the nearest floor level (p.h.)	0.78	0.81
4.39	Application of epoxy based Materials or materials of a like Nature (p.h.)	0.78	0.81
	Application of such material in Buildings which are normally Air conditioned (p.h.)	0.53	0.55
	Working in close proximity to Employees so engaged (p.h.)	0.62	0.64
4.43	Materials containing asbestos (p.h.)	0.78	0.81
5	Tool Allowances - Electrical		
	Electrical Fitter	15.70	16.30
	Electrical Fitter/Mechanic	15.70	16.30
	Plant Electrician	15.70	16.30

	Radio Mechanic and Fitter	15.70	16.30
	Refrigeration and/or Air Conditioning Mechanic	15.70	16.30
6.1	Employee appointed to be in charge of up to and including five Employees (p.w.)	39.40	41.00
6.2	Employee appointed to be in charge of more than five and up to and including ten employees (p.w.)	50.40	52.40
6.3	Employee appointed to be in charge Of more than ten employees (p.w.)	65.70	68.30
15.1	Chokages pipe or pump (p.d.)	7.26	7.56
17.4	First Aid qualifications (p.d.)	2.68	2.78

**FARM ASSISTANTS (DEPARTMENT OF EDUCATION) WAGES AND CONDITIONS AWARD -
WORK RELATED ALLOWANCES**

Clause	Allowance	From 1.7.06 \$	From 1.7.07 + 4% \$
6. Special Rates			
6.6.1	Tractor operation (per day)	3.44	3.58
6.6.2	Truck driving (per day)	3.44	3.58
6.6.3	Headers, etc (per day)	3.44	3.58
6.7	Broken Shift (per day)	10.42	10.84
6.9	Protective Clothing (per hour)	0.56	0.58
6.10	First Aid (per day)	2.62	2.72

GANGERS (STATE) AWARD - WORK RELATED ALLOWANCES

	From 1.7.06 \$	From 1.7.07 + 4% \$
Clause 5, Dirt Money - Port Kembla	0.37	0.38
Clause 20, Wet Places and Slurry		
(i) wet places (per hour)	0.51	0.53
(ii) - wet underground workings - over 457.2mm (per day)	4.04	4.20
wet underground workings - over 914.4mm (per day)	4.80	5.00
(iii) slurry (per hour)	0.51	0.53
Clause 21. Working in the Rain (per day)	2.90	3.02
Clause 26. First Aid		
(ii) first aid allowance (per day)	2.60	2.70
Clause 28. Height Money		
Height money (per hour)	0.51	0.53

SURVEYORS FIELD HANDS (STATE) AWARD - WORK RELATED ALLOWANCES

Clause 4 Wages	From 1.7.06 \$	From 1.7.07 + 4% \$
(ii) cook -where more than 7 persons	2.78	2.90
(iii) cook - where visitors in camp	2.96	3.08
(iv) driving a motor vehicle or motor launch (per day)	2.56	2.66
paddocks or unserviced roads (per day)	3.20	3.32
(v) hydrographic duties (per day)	2.56	2.66
(viii) RTA - Moss systems	3.50	3.64
Clause 4, Wet Places (i) working in wet places (per hour)	0.53	0.55
Clause 6. Underground Work (per day)	0.66	0.68

Clause 37. Working in the Rain (per day)	2.88	3.00
Clause 17, First Aid - (iii) first aid duties (per day)	2.48	2.58

**FIRE BRIGADE (MAINTENANCE, CONSTRUCTION AND MISCELLANEOUS STAFF) AWARD -
WORK RELATED ALLOWANCES**

Clause 6, Additional Wage Rates	As at 1.7.06 \$	As at 1.7.07 + 4% \$
(i) Electricians: An electrician who is the holder of - A Grade Licence (per week)	34.60	36.00
B Grade Licence (per week)	18.70	19.40
(ii) Lead Burner - The ordinary rates for lead shall be calculated by adding to the rate prescribed for journey person Plumbers in this award (per hour)	0.64	0.67
(iii) (a)Plumber When required to act on a Plumbers Licence (per hour)	0.91	0.95
(b) When required to act on a Gasfitters Licence (per hour)	0.91	0.95
(c) When required to act on a Drainers Licence (per hour)	0.76	0.79
(d) When required to act on a Plumbers and Gasfitters licence (per hour)	1.22	1.27
(e) When required to act on a Plumbers and Drainers licence (per hour)	1.22	1.27
(f) When required to act on a Gasfitters and Drainers licence (per hour)	1.22	1.27
(f) When required to act on a Plumbers, Gasfitters and Drainers Licence (per hour)	1.65	1.72
(iv) Electric Welding Certificate (per hour)	0.52	0.54
(v) Computing Quantities (per day)	4.10	4.26
Clause 7, Leading Hands		
(i) in charge of up to and including 5 Employees (per week)	35.70	37.10
(ii) in charge of more than 5 employees and up to and including 10 employees (per week)	45.70	47.50
(iii) in charge of more than 10 Employees (per week)	59.60	62.00

Clause 10 Fire Equipment Allowance	As at 1.7.06		As at 1.7.07 + 4%	
	Trades Staff	Non Trades Staff	Trades Staff	Non Trades Staff
	\$	\$	\$	\$
After completion of one year's continuous service (per week)	6.00	4.40	6.20	4.60
After completion of two year's continuous service (per week)	11.50	8.90	12.00	9.30
After completion of three year's continuous service (per week)	17.50	13.20	18.20	13.70

Clause 11, Special Rates	As at 1.7.06	As at 1.7.07 + 4%
	\$	\$
(i) Confined Spaces (per hour)	0.70	0.73
(ii) Dirty Work (per hour)	0.56	0.58
(iii) Height Pay (a) Employees working at height of 7.5m (per hour)	0.61	0.63
For each additional 3m (per hour)	0.13	0.13
(b) Plasterers working on swing Scaffold (per hour)	0.61	0.63
(iv) Hot places (per hour)	0.56	0.58

(v) Insulation Material - Pumice or other (per hour)	0.56	0.58
Silicate (per hour)	0.70	0.73
(vi) Wet Places - per hour		
Water other than rain (per hour)	0.56	0.58
Plumber in rain (per hour)	0.56	0.58
Knee deep water/mud (per day)	4.48	4.66
(vii) Swinging Scaffolds		
For the first four hours or any portion thereof, and For each hour thereafter	4.10 0.84	4.26 0.87
Plasterers Working on swing scaffold (per hour)	0.13	0.13
(viii) Spray applications (per hour)	0.57	0.59
(ix) Roof work (per hour)	0.70	0.73
(x) Electric welding (per hour)	0.20	0.21
(xi) Explosive Powered Tools (per day)	1.88	1.96
(xii) Scaffolding Rigging (per hour)	0.56	0.58
(xvi) Applying Obnoxious Substances epoxy based materials (per hour)	0.70	0.73
Not air conditioned (per hour)	0.48	0.50
Employees working in close Proximity (per hour)	0.55	0.57
(xvii) Painters - burning off paint and applying the first coat (per hour)	0.55	0.57
(xviii) Asbestos Eradication (per hour)	1.88	1.96
Clause 27, Chokages (p.d. or part of a day)	5.80	6.04

**GENERAL CONSTRUCTION AND MAINTENANCE, CIVIL AND MECHANICAL ENGINEERING
&C (STATE) AWARD - WORK RELATED ALLOWANCES**

Clause No.	Allowances	From 1.7.06	From 1.7.07 + 4%
		\$	\$
4 (iii) Special Rates	An employee appointed as a leading hand shall be paid in addition to the rate otherwise prescribed the following: Leading Hand - In charge of more than 2 and up to and including 5 employees	0.57	0.59
4	In charge of more than 5 and up to and including 10 employees	0.83	0.86
4	In charge of more than 10 employees	1.07	1.11
4 (v)	Roadway of Sydney Harbour Bridge and approaches: Tow Truck Attendant - Sydney Harbour Bridge approaches: Cl.3 (ix) (per hour)	0.74	0.77
4 (vi)	Dust Allowance - weigher and batcher (per week)	12.71	13.20
5 (i)	Working in the rain (per day)	2.88	3.00
(ii)	Wet places and slurry(a)(i) (per hour)	0.53	0.55
(a)(4)(i)	(per day)	3.81	3.96
(a)(4)(ii)	(per day)	4.63	4.82
(b)	(per hour)	0.53	0.55
(iii)	Removal of Snow - 15.2 cm or more (per day) 2.5 cm and less than 15.2 cm (per day)	4.65 3.12	4.84 3.24
(iv)	Confined Space (per hour)	0.73	0.76
(vi)	Road Construction (per day)	1.23	1.28
(vii)	Height Money (per hour)	0.53	0.55
(viii)(a)	Dirt Money	0.52	0.54
(c)		0.55	0.57
(d)		6.85	7.12
(ix)	Dirt Money - Port Kembla	0.51	0.53

(xi)	Explosive-powered tools - per hour Min. per day	0.10 1.23	0.11 1.28
(xiii)	Psychiatric institutions (per hour)	0.35	0.36
(xiv)	Lifting other than Standard Bricks over 5.5 kg - under 9 kg (per hour)	0.57	0.59
	9 kg - up to 18 kg (per hour)	1.02	1.06
	18 kg (per hour)	1.44	1.50
(xv)	Roof Repairs (exempts (vii) payment) (per hour)	0.57	0.59
(xvi)	Applying Obnoxious Substance(a) (per hour)	0.73	0.76
(c)	(per hour)	0.57	0.59
(e)		0.73	0.76
	Acrolein application in lieu of (e)	1.37	1.42
	Acrolein application - Competency Cert.	2.62	2.72
(xvii)	Cleaning Down Brickwork (per hour)	0.53	0.55
(xviii)	Granulated Slag	4.22	4.38
(xix)	Refractory Brickwork (per hour)	1.72	1.79
(xxi)	Towers - (a) above 15m in height (per hour)	0.53	0.55
	Further 15m heights additional (per hour)		
	(b) exemption of (a) if receiving height money in subclause (vii)	0.53	0.55
15	Protective Clothing		
(iii)(e)		0.64	0.67
(f)		0.49	0.51
(g)		0.66	0.69
(iv)(d)		0.55	0.57

**TECHNICAL AND FURTHER EDUCATION COMMISSION OF NEW SOUTH WALES -
SECURITY EMPLOYEES - WAGES AND CONDITIONS AWARD - WORK RELATED
ALLOWANCES**

Clause	Allowance	From 1.7.06 \$	From 1.7.07 + 4% \$
8(ii)(a)	Broken Shift Allowance	13.94	14.50
11. Additional Rates			
(i)	Boiler Attendants Certificate (per week)	12.90	13.40
(ii)	First Aid Allowance (per week)	15.60	16.20
(iii)	Furniture Removal Allowance (per shift)	2.56	2.66
(iv)	Laundry Allowance (per shift)	1.68	1.74
(v)	Leading hand in charge of 1-5 employees (per week)	29.80	31.00
(v)	Leading hand in charge of 6-10 employees (per week)	33.70	35.00
(v)	Leading hand in charge of 11-15 employees (per week)	44.00	45.80
(v)	Leading hand in charge of 16-20 employees (per week)	51.00	53.00
(v)	Leading hand in charge of over 20 employees (per week)	51.00	53.00
(v)	Leading hand - for each additional employee over 20 (per week)	0.75	0.78
(vii)	Refrigeration Drivers Certificate (per week)	13.10	13.60
(viii)	Reimbursement torch batteries etc (per shift)	0.86	0.88

**HOME SCIENCE ASSISTANTS DEPARTMENT OF TECHNICAL AND FURTHER EDUCATION
AGREEMENT OF 1981 - WORK RELATED ALLOWANCES**

Clause	Allowance	From 1.7.06 \$	From 1.7.07 + 4% \$
11	Laundry Allowance (per shift)	1.68	1.74

**CROWN EMPLOYEES (HOUSEHOLD STAFF - DEPT OF EDUCATION AND TRAINING) WAGES
AND CONDITIONS AWARD - WORK RELATED ALLOWANCES**

Allowance	From 1.7.06	From 1.7.07 + 4%
	\$	\$
Broken Shift Allowance	8.62	8.96

SCHEDULE D

EXPENSE RELATED ALLOWANCES

**CROWN EMPLOYEES (SECURITY AND GENERAL SERVICES) AWARD - EXPENSE RELATED
ALLOWANCES**

Clause 8 - (xiii) Motor Vehicle allowance - Use of private motor vehicle during work related duties	As at 1/7/05	As at 1/7/06
Vehicles under 1600cc (Official business Rate - Engine rate per km)	52.7c	54.1c
Vehicles 1600cc-2700cc (Official business Rate - Engine rate per km)	73.6c	75.6c
Vehicles over 2700 cc (Official business Rate - Engine rate per km)	79.1c	81.2c

Clause 17 (ii) -Overtime	As at 1/1/07
	\$
Meal money	10.60

CROWN EMPLOYEES (SKILLED TRADES) AWARD - EXPENSE RELATED ALLOWANCES

Clause No.		As from fpp 11/09/2005 \$	As from fpp 11/09/2006 \$
5	Tool Allowances		
	Blacksmith	23.30	24.20
	Bodymaker, First Class	23.30	24.20
	Boilermaker and/or Structural Steel	23.30	24.20
	Bricklayer	16.40	17.10
	Bridge and Wharf Carpenter and/or Civil Engineering Construction Carpenter	23.30	24.20
	Cabinet Maker	9.30	9.70
	Carpenter	23.30	24.20
	Drainer	23.30	24.20
	Farrier	23.30	24.20
	Fitter	23.30	24.20
	Forger and/or Faggoter	23.30	24.20
	Machinist, First Class (Metal Trades)	23.30	24.20
	Machinist (Metal Trades) Special Class	23.30	24.20
	Marker Off	23.30	24.20
	Motor Mechanic	23.30	24.20
	Painter	5.60	5.80
	Panel Beater	23.30	24.20
	Patternmaker	23.30	24.20
	Plant Mechanic	23.30	24.20
	Plasterer	19.20	20.00
	Plumber	23.30	24.20
	Plumber and Gasfitter	23.30	24.20
	Plumber, Gasfitter and Drainer	23.30	24.20
	Sewing Machine Mechanic	23.30	24.20
	Sheetmetal Worker, First Class	23.30	24.20

	Shipwright/Boatbuilder	23.30	24.20
	Signwriter	5.60	5.80
	Slater and Tiler	12.10	12.60
	Stonemason	23.30	24.20
	Stonemason-Carver	23.30	24.20
	Tilelayer	16.40	17.10
	Toolmaker	23.30	24.20
	Toolsmith	23.30	24.20
	Trimmer (Motor)	23.30	24.20
	Turner	23.30	24.20
	Vehicle Builder	23.30	24.20
	Watchmaker	7.70	8.00
	Welder, Special Class	23.30	24.20
	Welder, First Class	23.30	24.20
8.1	Excess fares and travelling time to and from place of work	17.10 p.d.	18.40 p.d.
8.1.1	If employer provides or offers to provide transport free of charge	6.90 p.d.	7.40 p.d.
8.2	Excess fares and travelling to and from work: - first year apprentices (or probationers) - to all other apprentices	14.30 p.d. 16.60 p.d.	15.40 p.d. 17.90 p.d.
8.2.1	If employer provides or offers to provide transport free of charge		
	- to first year apprentices	5.80 p.d.	6.20 p.d.
	- to all other apprentices	6.80 p.d.	7.30 p.d.
9.3.3	Meal allowance:		
	- after working in excess of four hours	10.50	10.90
	- for each subsequent meal	8.80	9.10
9.8	Tea Money:		
	- required to work overtime for one and a half hours or more without being notified on the previous day or earlier, for a meal	10.50	10.90
	- after each four hours on continuous overtime, for each meal	8.80	9.10
14.4	Expenses of reaching home and of transporting tools from distant work	17.10	18.40
14.5.1	Allowance for board and lodging: - while on distant work - for broken parts of week	356.50 p.w. 51.00 p.d.	381.10 p.w. 54.50 p.d.
14.6	Camping allowance	20.60 p.d.	21.90 p.d.
14.7	Returning home for the weekend from distant work	28.90	31.10
22.6.2	Supply of boots	29.70	30.90
	Accrual of credit	1.48 p.w.	1.54 p.w.
23.2	Reimbursement for loss of tools	1,348.00	1,402.00

GANGERS (STATE) AWARD - EXPENSE RELATED ALLOWANCES

Clause 7 Country work	As at 23/8/05 \$	As at 13/11/06 \$
(iv)(c)(1) each return home trip up to 100 km	40.45	43.10
Each additional 10 km	1.75	1.85
(v) Meal while travelling	10.45	10.80
(v) Bed while travelling	54.10	55.20
13(ii)(a)(1) Fares - employees not camped (per week)	1.23	1.28
Fares - employees not camped (per day)	0.28	0.29
13(ii)(a)(1) Maximum Fares (per week)	2.90	3.00
Travelling Allowance 13(ii)(b)(1) (per day)		

Three (3) but not more than 10km	4.30	4.60
More than 10 but not more than 20km	8.65	9.20
More than 20 but not more than 30km	13.00	13.85
More than 30 but not more than 40km	17.40	18.50
More than 40 but not more than 50km	21.30	22.70
More than 50km but not more than 60km	25.75	27.40
More than 60km but not more than 70km	29.95	31.90
More than 70km but not more than 80km	34.20	36.40
More than 80km but not more than 90km	38.60	40.10
More than 90km but not more than 100km	42.85	45.65
7(i) Meal allowance	10.45	10.80
Each subsequent meal	8.75	9.05

SURVEYORS FIELD HANDS (STATE) AWARD - EXPENSE RELATED ALLOWANCES

Clause 20 Country work and travelling	As from fpp 2/08/05 \$	As from fpp 3/10/06 \$
Expenses (ii)(d) meal allowance	11.80	12.20
Bed allowance	62.70	64.00
(v)(a) return home allowance	42.55	45.30
Clause 20 Country work and travelling expenses (per day)		
(vii) 3 but not more than 10km	4.15	4.40
More than 10km but not more than 20km	8.75	9.30
More than 20km but not more than 30km	13.15	14.00
More than 30km but not more than 40km	17.60	18.75
More than 40km but not more than 50km	21.60	23.00
More than 50km but not more than 60km	25.80	27.50
More than 60km but not more than 70km	30.30	32.25
More than 70km but not more than 80km	34.45	36.70
More than 80km but not more than 90km	38.70	41.20
More than 90km but not more than 100km	43.20	46.00
Clause 28 Meal allowance		
First meal	11.80	12.20
Subsequent meals	10.05	10.40

FIRE BRIGADE (MAINTENANCE, CONSTRUCTION AND MISCELLANEOUS STAFF) AWARD - EXPENSE RELATED ALLOWANCES

	As at 11/9/04
Clause 9 Tool Allowance	
Blacksmith/Welder	22.70
Bodymaker	22.70
Bricklayer	16.00
Carpenter	22.70
Fitter and/or Turner	22.70
Motor Mechanic	22.70
Painter	5.50
Panel Beater	22.70
Plasterer	18.70
Plumber	22.70
Welder	22.70
Clause 14 Meal allowance	
After working 1½ hours overtime	10.20
Each 4 hours thereafter	8.50
Clause 15 Travel allowance	

Other than Builder's Labourer (p.d)	16.60
Employer providing transport (p.d)	6.70
Clause 24 Loss of Tools (Up to the value of)	1,315.00

**GENERAL CONSTRUCTION AND MAINTENANCE, CIVIL AND MECHANICAL ENGINEERING
&c (STATE) AWARD - EXPENSE RELATED ALLOWANCES**

		As from fpp 7/9/05
17	Meal Allowance	10.50
	Each subsequent meal	8.75
25(ii)(1)	Return Home Allowance	40.45
	Each additional 10km over 100km	1.75
25(ii)(4)	Camping Allowance	20.60
26(I)(a)	Excess fares	14.30
	Excess fares - transport provided	5.50
27(iv)(a)	Country Allowance - Unbroken week	380.60
27(iv)(c)	Return home allowance	40.45
	Each additional 10km over 100km	1.75
27(vi)	Meal while travelling	10.50
	Bed allowance while travelling	54.10
28(iii)	First Aid Allowance	2.20

**CONSERVATION FIELD OFFICERS DEPARTMENT OF LANDS, DEPARTMENT OF
INFRASTRUCTURE, PLANNING AND NATURAL RESOURCES AND STATE WATER
CORPORATION AWARD - EXPENSE RELATED ALLOWANCES**

Clause No.	Description & Authority	Amount As at 1/7/05 \$
10.6	Supervision allowance	32.00 per week
15.2	Incidental expenses when claiming actual expenses for accommodation and meals or where accommodation is provided by the employer Clause 46(1) Public Sector Employment and Management (General) Regulation 1996.	14.55 per day
15.4.2	Camping allowance - Established camp Non-established camp Additional allowance in excess of 40 nights per annum Clause 46(2) Public Sector Employment and Management (General) Regulation 1996.	24.00 per night 31.80 per night 7.60 per night
15.4.2	Camping equipment allowance Bedding and/or sleeping bag. Clause 52 Public Sector Employment and Management (General) Regulation 1996.	23.70 per night 3.95 per night
17	First-aid allowance	2.31 per day
15.1	Reimbursement of meal allowances - no overnight stay Breakfast Allowance: when travel starts before 6.00 a.m. Lunch allowance: when the staff member is unable to have lunch at his/her normal workplace Dinner allowance: when work or travel goes beyond 6.30 pm	\$ 16.85 19.30 33.30

12.7 Meal Allowance (Overtime)	\$
Breakfast allowance: when required to start work before 6.00 a.m.	16.85
Lunch allowance: for overtime required to be worked after 1.30 p.m. on Saturdays, Sundays or public holidays	19.30
Dinner Allowance: when required to work after 6.00 p.m.	33.30

A. MACDONALD, Commissioner

Printed by the authority of the Industrial Registrar.

(1813)

SERIAL C5839

CROWN EMPLOYEES (HEALTH CARE COMPLAINTS COMMISSION, MEDICAL ADVISERS) AWARD 2007

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Health Care Complaints Commission.

(No. IRC 920 of 2007)

Before Commissioner Murphy

6 June 2007

AWARD

Arrangement

PART A

Clause No.	Subject Matter
1.	Title
2.	Parties
3.	Definitions
4.	Salaries and Progression
5.	Salary Packaging Arrangements, including Salary Sacrifice to Superannuation
6.	Employment Arrangements
7.	Leave Arrangements
8.	Personal/Carer's Leave
9.	Deduction of Union Membership Fees
10.	Grievance and Dispute Resolution Procedures
11.	Anti-Discrimination
12.	Area, Incidence and Duration

PART B

MONETARY RATES

Table 1 - Salaries

PART A

1. Title

This Award shall be known as the Crown Employees (Health Care Complaints Commission, Medical Advisers) Award 2007.

2. Parties

This award is made between the Director of Public Employment, the Health Care Complaints Commission and the Australian Salaried Medical Officers' Federation (New South Wales).

3. Definitions

"Award" means - the Crown Employees (Health Care Complaints Commission, Medical Advisers) Award 2007.

"Department Head" means - the Commissioner of the Office of the Health Care Complaints Commission (HCCC).

"Director of Public Employment" or "DPE" means the office established under Chapter 6 of the *Public Sector Employment and Management Act 2002*.

"Federation" or "union" means - the Australian Medical Officers' Federation (New South Wales).

"Medical Adviser" means - and includes all persons employed as a Medical Advisers by the HCCC whether employed on a full time or part time basis.

"Agency" or "Department" means - the Office of the Health Care Complaints Commission (HCCC).

4. Salaries and Progression

- 4.1 Hourly rates of pay for Medical Advisers employed by HCCC are as provided in Table 1 - Salaries, of Part B, Monetary Rates.
- 4.2 The hourly rate is payable for all time worked in accordance with clause 6.
- 4.3 Payment of Overtime - additional compensation for overtime and on-call or recall duty is not payable under this Award.
- 4.4 Progression to a higher level is subject to 12 months satisfactory conduct, performance and attendance and the approval of the Commissioner.

5. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

- 5.1 The entitlement to salary package in accordance with this clause is available to:
- (a) permanent full-time and part-time employees;
 - (b) temporary employees, subject to the Department or agency's convenience; and
 - (c) casual employees, subject to the Department or agency's convenience, and limited to salary sacrifice to superannuation in accordance with subclause 6.7.
- 5.2 For the purposes of this clause:
- (a) "salary" means the salary or rate of pay prescribed for the employee's classification by clause 5, Salaries and Progression, Part B of this Award, and any other payment that can be salary packaged in accordance with Australian taxation law.
 - (b) "post compulsory deduction salary" means the amount of salary available to be packaged after payroll deductions required by legislation or order have been taken into account. Such payroll deductions may include, but are not limited to, taxes, compulsory superannuation payments, HECS payments, child support payments, and judgement debtor/garnishee orders.
- 5.3 By mutual agreement with the DPE, an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:
- (a) a benefit or benefits selected from those approved by the DPE; and
 - (b) an amount equal to the difference between the employee's salary, and the amount specified by the DPE for the benefit provided to or in respect of the employee in accordance with such agreement.
- 5.4 An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.

- 5.5 The agreement shall be known as a Salary Packaging Agreement.
- 5.6 Except in accordance with subclause 6.7, a Salary Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the DPE at the time of signing the Salary Packaging Agreement.
- 5.7 Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:
- (a) paid into the superannuation fund established under the *First State Superannuation Act 1992*; or
 - (b) where the employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
 - (c) subject to the Department or agency's agreement, paid into another complying superannuation fund.
- 5.8 Where the employee makes an election to salary sacrifice, the employer shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- 5.9 Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
- (a) *Police Regulation (Superannuation) Act 1906*;
 - (b) *Superannuation Act 1916*;
 - (c) *State Authorities Superannuation Act 1987*; or
 - (d) *State Authorities Non-contributory Superannuation Act 1987*,
- the employee's Department or agency must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.
- 5.10 Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause 6.9 of this clause, the employee's Department or agency must continue to base contributions to that fund on the salary payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary packaging is implemented.
- 5.11 Where the employee makes an election to salary package:
- (a) subject to Australian Taxation law, the amount of salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
 - (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to the employee's rate of pay, shall be calculated by reference to the rate of pay which would have applied to the employee under clause 5, Salaries and Progression, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- 5.12 The DPE may vary the range and type of benefits available from time to time following discussion with the Federation. Such variations shall apply to any existing or future Salary Packaging Agreement from date of such variation.

- 5.13 The DPE will determine from time to time the value of the benefits provided following discussion with the Federation. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement.

6. Employment Arrangements

- 6.1 A standard day is 7 hours per day.
- 6.2 Generally Medical Advisers may work their agreed hours between the hours of 7.00 am and 6.00 pm Monday to Friday. In exceptions, work may be performed outside these hours, but will be remunerated at the hourly rate.
- 6.3 Medical Advisers, in agreement with the Commissioner, may nominate the commencing and concluding times of their agreed hours.
- 6.4 A lunch break of at least 30 minutes is to be taken after 5 hours continuous work.
- 6.5 Part-time Work - The provision for part-time work as prescribed by the Flexible Work Practices Policy will apply to Medical Advisers employed under this award.
- 6.6 Private Practice - Medical Advisers may engage in private practice outside their agreed working hours. For Medical Advisers working full time hours, private practice is to be considered as second or other employment and the employees are to obtain permission from their employer pursuant to section 59 of the *Public Sector Employment and Management Act 2002*.
- 6.7 In accordance with the HCCC's Code of Conduct, there shall be no conflict or incompatibility between personal interests and the impartial fulfilment of public or professional duty. Any private work with or for any person or body with an interest in a proposed or current contract with the HCCC must be disclosed to the Commissioner.

7. Leave Arrangements

The leave provisions of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006, as amended from time to time, apply to Medical Advisers covered by this award.

- 7.1 Medical Advisers will be paid for public holidays or leave taken on days specified as their agreed day of work or a day when they are requested to work.
- 7.2 Part-time Medical Advisers accrue recreation leave on a pro rata basis.
- 7.3 A loading of 1/12th of the hourly rate will apply to payment for additional hours worked in excess of the normal weekly agreed hours.

8. Personal/Carer's Leave

The provisions of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006, as amended from time to time, shall apply.

9. Deduction of Union Membership Fees

- 9.1 The union shall provide the employer with a schedule setting out union fortnightly membership fees payable by members of the union in accordance with the union's rules.
- 9.2 The union shall advise the employer of any change to the amount of fortnightly membership fees made under its rules. Any variation to the schedule of union fortnightly membership fees payable shall be provided to the employer at least one month in advance of the variation taking effect.

- 9.3 Subject to 9.1 and 9.2 above, the employer shall deduct union fortnightly membership fees from the pay of any employee who is a member of the union in accordance with the union's rules, provided that the employee has authorised the employer to make such deductions.
- 9.4 Monies so deducted from employee's pay shall be forwarded regularly to the union together with all necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.
- 9.5 Unless other arrangements are agreed to by the employer and the union, all union membership fees shall be deducted on a fortnightly basis.
- 9.6 Where an employee has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

10. Grievance and Dispute Resolution

- 10.1 All grievances and disputes relating to the provisions of this award shall initially be dealt with as close to the source as possible, with graduated steps for further attempts at resolution at higher levels of authority within the appropriate department, if required.
- 10.2 A staff member is required to notify in writing their immediate manager, as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter, and if possible, state the remedy sought.
- 10.3 Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti Discrimination Act 1977*) that makes it impractical for the Medical Adviser to advise their immediate manager the notification may occur to the next appropriate level of management, including where required, to the Department Head or delegate.
- 10.4 The immediate manager shall convene a meeting in order to resolve the grievance, dispute or difficulty within two (2) working days, or as soon as practicable, of the matter being brought to attention.
- 10.5 If the matter remains unresolved with the immediate manager, the staff member may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall respond within two (2) working days, or as soon as practicable. The staff member may pursue the sequence of reference to successive levels of management until the matter is referred to the Department Head.
- 10.6 The Department Head may refer the matter to the DPE for consideration.
- 10.7 If the matter remains unresolved, the Department Head shall provide a written response to the staff member and any other party involved in the grievance, dispute or difficulty, concerning action to be taken, or the reason for not taking action, in relation to the matter.
- 10.8 A staff member, at any stage, may request to be represented by their union.
- 10.9 Any of the parties may refer the matter to the New South Wales Industrial Relations Commission if the matter is unresolved following the use of these procedures.
- 10.10 The staff member, union, department and DPE shall agree to be bound by any order or determination by the New South Wales Industrial Relations Commission in relation to the dispute.
- 10.11 Whilst the procedures outlined in clauses 10.1 to 10.10 of this clause are being followed, normal work undertaken prior to notification of the dispute or difficulty shall continue unless otherwise agreed between the parties, or, in the case involving occupational health and safety, if practicable, normal work shall proceed in a manner which avoids any risk to the health and safety of any staff member or member of the public.

11. Anti Discrimination

- 11.1 It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 11.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award, which, by its terms or operation, has a direct or indirect discriminatory effect.
- 11.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 11.4 Nothing in this clause is to be taken to affect:
- (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- 11.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.
- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
 - (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in the Act affects any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

12. Area, Incidence and Duration

- 12.1 This award shall apply to all classifications contained herein.
- 12.2 The employees covered by this award are employed in terms of the *Public Sector Employment & Management Act 2002*, and to the extent that this award is silent, will be covered by the provisions of that Act and associated Regulations and the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006 published 10 March 2006 (357 IG 1108) as varied.
- 12.3 This Award rescinds and replaces the Crown Employees (Health Care Complaints Commission, Medical Advisers) Award published 12 August 2005 (353 I.G. 114) and all variations thereof. This award shall take effect on and from 6 June 2007 and shall remain in force for 12 months.

PART B
MONETARY RATES

Table 1 - Salaries

Medical Adviser	1 October 2004 \$	1 October 2005 \$	1 October 2006 \$	1 October 2007 \$
Level 1	83.44	86.78	90.25	93.86
Level 2	89.61	93.19	96.92	100.80
Level 3	95.78	99.61	103.60	107.74

J. P. MURPHY, Commissioner.

Printed by the authority of the Industrial Registrar.

(005)

SERIAL C5860

AERATED WATERS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 1087 of 2007)

Before Commissioner Cambridge

11 July 2007

VARIATION

1. Delete clause 6, State Wage Case Adjustments, of the award published 22 February 2002 (331 I.G. 498), and insert in lieu thereof the following:

6. State Wage Case Adjustments

The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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**

No.	Classification for establishments with a flow rate of 7000 litres per hour or more	Wage Total \$
1.	Syrup maker whose syrup room operations are computerised	564.30
2.	Cordial and/or syrup maker using recipes or formulae	555.80
3.	Pre-mixer filler operator	545.10
4.	Employees who, under the direction of the employer or manager or foreman, are in charge of the running adjustment or running maintenance of automatic carbonating and/or fruit juice or aerated waters machinery or plant and/or syrup filler operator	531.90
5.	Assistant syrup maker	531.90
6.	Employee engaged on routine in-line testing	531.90
7.	Employee operating labelling palletising or de-palletising, case packing or unpacking or carton packing machines	531.40
8.	Storeman (as defined)	531.40
9.	Employees engaged in bottling or canning line operations including operating bottle washer, removing empty bottles from cases or placing empty bottles on conveyors, sight inspecting, filling cases with full bottles, and stacking cases on pallets, fruit juice extracting cordial and/or syrup room (other than in Classification No. 1, 2 and 5), loader on or off motor trucks, cleaner, storeman and warehouse employee, store assistant (as defined), plastic blow moulding machines operator and/or employee attending, feeding or operating shrink wrap machine.	531.40
10	Case, crate, box and/or pallet repairer	531.40

11	Fork lift driver with lifting capacity of: (a) up to and including 5000 kg (b) Over 5000 kg and/or including twin forklift	543.90 555.30
12.	All other adult employees	531.40
13.	Trainee - first four weeks of service	524.40
	Motor wagon drivers - The rate of wages prescribed by the Transport Industry (State) Award, as varied from time to time, shall be applicable to employees classified as motor wagon drivers.	
No.	Classification For establishments with a flow rate of less than 7000 litres per hour	Wage Total \$
14.	Grade 1B Soft drink industry employee	524.40
15.	Grade 2B Soft drink industry employee	541.10
16.	Grade 3B Soft drink industry employee	569.60
17.	Grade 4B Soft drink industry employee	584.50

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	4 (iii)	Employees handling caustic soda	0.72 per hour extra
2	4 (iv)	Employees working in a cold room	0.60 per hour extra
3	4 (v)	Leading Hands - 3 to 10 employees more than 10 employees	20.45 per week extra 32.65 per week extra
4	4 (vi)	First-aid Attendant	2.44 per day

3. This variation shall commence from the first full pay period on or after 11 August 2007.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(1264)

SERIAL C5867

AGED CARE INDUSTRY (BROKEN HILL) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Broken Hill Town Employees' Union, Industrial Organisation of Employees.

(No. IRC 1271 of 2007)

Before Mr Deputy President Sams

10 August 2007

VARIATION

1. Delete clause 3, Wages, of the award published 20 July 2001 (326 I.G. 255) and insert in lieu thereof the following:

3. Wages

Employees shall be paid not less than the rates prescribed for the appropriate classifications set out in Table 1 - Wages, of Part B Monetary Rates.

The rates of pay in this award include the adjustments payable under the State Wage Case of May 2007. 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	Total rate per week effective 8 August 2006 \$	SWC June 2007	Total rate per week effective 8 August 2007 \$
Clerks - Junior -			
at 16 years or under	\$325.67	4.0%	\$338.70
at 17 years or under	\$367.32	4.0%	\$382.01
at 18 years or under	\$418.00	4.0%	\$434.72
at 19 years or under	\$468.80	4.0%	\$487.55
at 20 years or under	\$514.74	4.0%	\$535.33
Grade 1 -			
21 years of age or 1 st year of service	\$558.60	\$20.00	\$578.60
2nd year of service	\$569.70	\$20.00	\$589.70
3rd year of service	\$582.20	\$20.00	\$602.20
4th year of service	\$592.50	\$20.00	\$612.50
5th year and thereafter	\$604.70	\$20.00	\$624.70
Grade 2 -			
1st year of service	\$619.70	\$20.00	\$639.70
2nd year and thereafter	\$635.30	\$20.00	\$655.30

Grade 3 - 1st year of service	\$649.00	\$20.00	\$669.00
2nd year and thereafter	\$664.60	\$20.00	\$684.60
Grade 4 - 1st year of service	\$677.90	\$20.00	\$697.90
2nd year and thereafter	\$690.10	\$20.00	\$710.10
Grade 5 - 1st year of service	\$706.00	\$20.00	\$726.00
2nd year and thereafter	\$719.00	\$20.00	\$739.00
Grade 6 - 1st year of service	\$736.40	\$20.00	\$756.40
2nd year and thereafter	\$749.90	\$20.00	\$769.90
Grade 7 - 1st year of service	\$770.20	\$20.00	\$790.20
2nd year and thereafter	\$786.40	\$20.00	\$806.40
Grade 8 - 1st year of service	\$829.40	\$20.00	\$849.40
2nd year and thereafter	\$847.80	\$20.00	\$867.80
Hostel Supervisor - Grade 1 - less than 50 beds	\$619.70	\$20.00	\$639.70
Grade 2 - 50 but less than 75	\$635.40	\$20.00	\$655.40
Grade 3 - 75 but less than 100	\$649.00	\$20.00	\$669.00
Grade 4 - 100 beds and over	\$664.10	\$20.00	\$684.10
Personal Care Assistants	\$573.30	\$20.00	\$593.30
General Service Officer - Grade 1 - Junior	\$483.02	4.0%	\$502.34
Grade 1 - Adult	\$573.30	\$20.00	\$593.30
Grade 2	\$582.00	\$20.00	\$602.00
Grade 3 - 1st year of service	\$599.30	\$20.00	\$619.30
Grade 3 - 2nd year of service	\$607.20	\$20.00	\$627.20
Grade 3 - 3rd year of service	\$616.70	\$20.00	\$636.70
Diversional Therapists - 1st year of service	\$588.00	\$20.00	\$608.00
2nd year of service	\$614.30	\$20.00	\$634.30
3rd year of service	\$638.30	\$20.00	\$658.30
4th year of service	\$660.20	\$20.00	\$680.20
5th year of service and thereafter	\$683.20	\$20.00	\$703.20
Recreational Activities Officer - 1st year of service	\$603.80	\$20.00	\$623.80
2nd year of service	\$613.50	\$20.00	\$633.50
3rd year of service and thereafter	\$621.50	\$20.00	\$641.50
Cook - Grade A	\$607.30	\$20.00	\$627.30
Grade B	\$597.30	\$20.00	\$617.30
Maintenance Supervisor - Maintenance Supervisor (Tradesman)	\$709.10	\$20.00	\$729.10
Maintenance Supervisor (Otherwise) - in charge of staff	\$671.50	\$20.00	\$691.50
Maintenance Supervisor (Otherwise)	\$659.20	\$20.00	\$679.20
Motor Vehicle Drivers - Grade A - Sedan	\$593.00	\$20.00	\$613.00
Grade B - Utility	\$598.30	\$20.00	\$618.30
Grade C - Ambulance or Minibus	\$601.50	\$20.00	\$621.50
Grade D - Larger vehicle under 5 tonnes	\$603.60	\$20.00	\$623.60
Grade E - Truck 5 tonnes and over	\$606.50	\$20.00	\$626.50

Gardener - Head Gardener (Qualified)	\$638.70	\$20.00	\$658.70
Head Gardener (Otherwise)	\$610.90	\$20.00	\$630.90
Gardener (Qualified)	\$598.50	\$20.00	\$618.50
Gardener (Otherwise)	\$584.50	\$20.00	\$604.50

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

Table 2 - Allowances

Item No.	Clause No.	Brief Description		Allowance effective 8 August 2006	SWC 2007	Allowance effective 8 August 2007
1	9(c)	Recall - use of own vehicle	per km	\$0.7634	4.0%	\$0.7939
2	9(h)(i)	Overtime - breakfast	per shift	\$9.12	4.0%	\$9.48
3	9(h)(ii)	Overtime - luncheon	per shift	\$10.65	4.0%	\$11.08
4	9(h)(iii)	Overtime - evening meal	per shift	\$15.22	4.0%	\$15.83
5	11(a)(iv)	Sleepover allowance	per night	\$34.27	4.0%	\$35.64
6	11(b)(i)	Driving allowance	per week or shift as appropriate	\$4.08	4.0%	\$4.24
7	11(c)(i)	Cleaning scraping - confined spaces	per hour	\$0.43	4.0%	\$0.45
8	11(c)(ii)	Cleaning scraping - boiler flue	per hour	\$0.71	4.0%	\$0.74
9	11(c)(iv)	Linen handling - nauseous linen	per hour	\$0.20	4.0%	\$0.21
10	11(d)(i)	Travelling allowance	per km	\$0.7634	4.0%	\$0.7939
11	11(e)(i)	On Call allowance	per shift	\$13.59	4.0%	\$14.1336
12	11(f)(i)	* Flexibility allowance	per shift in excess of 5 hours	\$5.59		\$5.59
13	22(d)	Uniform allowance	per week	\$3.37	4.0%	\$3.50
14	22(d)	Cardigan or special shoe allowance	per week	\$1.34	4.0%	\$1.39
15	22(e)	Laundry allowance	per week	\$3.37	4.0%	\$3.50

* This allowance does not get indexed

4. This variation shall take effect from the first full pay period to commence on or after 8 August 2007.

P. J. SAMS *D.P.*

Printed by the authority of the Industrial Registrar.

(012)

SERIAL C5841

ANIMAL WELFARE, INSTITUTIONAL (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 997 of 2007)

Before Commissioner Ritchie

9 July 2007

VARIATION

1. Delete subclause (v) of clause 5, Wages of the award published 23 February 2001 (322 I.G. 558), and insert in lieu thereof the following:
 - (v) The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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 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	Rate per week \$
Inspector	554.60
Liaison Officer (Inspectors)	554.60
Supervisor	540.50
Veterinary Assistant	531.40*
Lethalist	531.40*
Animal Attendance	531.40*
Handyman	531.40*
All others	531.40*

* Award Review Classification Rate

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	5(ii)	Leading Hand Allowance	22.35 per week
2	5(iv)	First-aid Allowance	10.94 per week
3	6(ii)	Meal Allowance	8.94 per meal

4	23(i)	Locomotion	Standing Charge per week	Running Charge per week
		Horsepower of vehicle:	\$	\$
		Up to and including 2,000 cc	216.35	26.54
		Over 2,000 cc	246.55	28.83
5	23(iii)	Locomotion : bicycle	4.82 per shift	

3. The variation shall take effect from the first full pay period to commence on or after 3 September 2007.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

(1014)

SERIAL C5838

BROKEN HILL COMMERCE AND INDUSTRY AGREEMENT CONSENT AWARD 2001

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Barrier Industrial Council.

(No. IRC 1064 of 2007)

Before Mr Deputy President Sams

10 July 2007

VARIATION

1. Delete subclause 1.39, 2006 State Wage Case, of the award published 9 September 2005 (353 I.G. 677) and insert in lieu thereof the following:

1.39. 2007 State Wage Case

This clause is to give effect to the 2007 State Wage Case principles and the decision of the Commission in IRC 3613 of 2006. This clause is to be applied in a manner consistent with the decision of the Commission in that matter.

The rates of pay in the award include the adjustments payable under the State Wage Case 2007. 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 2007 decision.

Schedule of Allowances

Effective from 1 October 2007

Refer to Domestic Section for any other allowances

Item No.	Clause No.	Description of Allowance	Rate as at 1/10/06		SWC 2007	Rate as at 1/10/07	
Item 1	1.9 3.7 6.8 16.9 11.3(d)	Broken Shift	\$4.26	per shift	4%	\$4.43	per shift
Item 2	1.14(a) 11.14	First Aid Allowance	\$6.95	per week	4%	\$7.23	per week
Item 3	1.22(c)(b) 1.22(c) (c) 3.8 (b) 3.8(c) 6.1(c) 7.1(c)	Overtime Meal Allowance	\$8.79	per meal	4%	\$9.14	per meal

	9.1(c) 22.1(c)						
Item 4	1.27(d) 11.11(a)	Laundry Allowance	\$5.13	per week	4%	\$5.34	per week
Item 5	1.35(a)	Bicycle Allowance	\$9.15	per week	4%	\$9.52	per week
Item 6	1.35(a)	Motor Cycle Allowance	\$27.91	per week	4%	\$29.03	per week
Item 7	1.35(a)	Motor Car Allowance under 2000cc	\$103.08	per week	4%	\$107.20	per week
			\$0.32	per km	4%	\$0.33	per km
Item 8	1.35(a)	Motor Car Allowance 2000cc and over	\$122.37	per week	4%	\$127.26	per week
			\$0.32	per km	4%	\$0.33	per km
Item 9	1.35(a)	Motor Car Allowance under 2000cc (casual employee)	\$0.46	per km	4%	\$0.48	per km
Item 10	1.35(a)	Motor Car Allowance 2000cc and over (casual employee)	\$0.51	per km	4%	\$0.53	per km
Item 11	19.3(b)	Fare Allowance	\$9.76	per shift	4%	\$10.15	per shift
Item 12	3.6	Additional Rates - Cleaning	\$7.31	per week	4%	\$7.60	per week
Item 13	11.15(a)	Mixed Functions	\$12.17	per shift or day	4%	\$12.66	per shift or day

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

WAGE SCHEDULE

Table 1 - Wages

Adult Employees

	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Animal Nurse	\$526.25	\$20.00	\$546.25
General Nurse	\$520.85	\$20.00	\$540.85
Animal Attendant	\$504.40	\$27.00	\$531.40
Food prep/Kennel Clean	\$504.40	\$27.00	\$531.40
All Others	\$504.40	\$27.00	\$531.40

Junior Employees

Kennel Cleaner	% of Adult Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 17 years of age	70%	\$353.08	\$18.90	\$371.98
At 17 years of age	80%	\$403.52	\$21.60	\$425.12
At 18 years of age	90%	\$435.96	\$24.30	\$478.26
At 19 years of age	100%	\$504.40	\$27.00	\$531.40

All Others

	% of Adult Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 17 years of age	70%	\$353.08	\$18.90	\$371.98
At 17 years of age	80%	\$403.52	\$21.60	\$425.12
At 18 years of age	90%	\$435.96	\$24.30	\$478.26
At 19 years of age	100%	\$504.40	\$27.00	\$531.40

3. 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 1/10/06	SWC 2007	Rate as at 1/10/07
Caretaker	\$572.10	\$20.00	\$592.10
Cleaner	\$543.23	\$20.00	\$563.23

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

WAGE SCHEDULE**Table 1 - Wages**

GRADE	Rate as at 23/06/06	SWC 2007	Rate as at 26/6/07
Grade 1	\$556.00	\$20.00	\$576.00
Grade 2	\$576.90	\$20.00	\$596.90
Grade 3	\$610.60	\$20.00	\$630.60
Grade 4	\$652.30	\$20.00	\$672.30
Grade 5	\$712.90	\$20.00	\$732.90

Junior Rates

Qualified Computer Operator	Rate as at 23/06/06	SWC 2007	Rate as at 26/6/07
At 17 years	\$293.83	4.0%	\$305.58
At 18 years	\$355.72	4.0%	\$369.95
At 19 years	\$404.58	4.0%	\$420.76
At 20 years	\$475.06	4.0%	\$494.06

All Others

	Rate as at 23/06/06	SWC 2007	Rate as at 26/6/07
Under 17 years	\$229.40	4.0%	\$238.58
At 17 years	\$283.47	4.0%	\$294.81
At 18 years	\$344.18	4.0%	\$357.95
At 19 years	\$388.27	4.0%	\$403.80
At 20 years	\$454.29	4.0%	\$472.46

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

WAGE SCHEDULE

Table 1 - Wages

	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Seamstress	\$547.60	\$20.00	\$567.60
Cutter & Pattern Maker	\$586.70	\$20.00	\$606.70
Tradesperson	\$627.25	\$20.00	\$647.25

Apprentices

	% of Trades - person Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
1st year - 1st 6 months	50%	\$313.63	\$10.00	\$323.63
2nd 6 months	55%	\$344.99	\$11.00	\$355.99
2nd year - 1st 6 months	60%	\$376.35	\$12.00	\$388.35
2nd 6 months	65%	\$407.71	\$13.00	\$420.71
3rd year - 1st 6 months	70%	\$439.08	\$14.00	\$453.08
2nd 6 months	75%	\$470.44	\$15.00	\$485.44
4th year - 1st 6 months	80%	\$501.80	\$16.00	\$517.80
2nd 6 months	85%	\$533.16	\$17.00	\$550.16

Junior

	% of Seamstress Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
16 years & under	50%	\$273.80	\$10.00	\$283.80
At 17 years	60%	\$328.56	\$12.00	\$340.56
At 18 years	69%	\$377.84	\$13.80	\$391.64
At 19 years	75%	\$410.70	\$15.00	\$425.70
At 20 years	85%	\$465.46	\$17.00	\$482.46

6. 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 1/10/06	SWC 2007	Rate as at 1/10/07
Tradesperson/Journeyman	\$626.79	\$20.00	\$646.79
Other adult employees as defined engaged in:			
Soft furnishings, etc. - cutting	\$605.92	\$20.00	\$625.92
Soft furnishing fixing, measuring	\$592.61	\$20.00	\$612.61
Making etc. window blinds other than venetian blinds	\$581.53	\$20.00	\$601.53
Adult employees other than tradesperson/Journeyman			
First year of experience	\$533.67	\$20.00	\$553.67
Second year of experience	\$555.19	\$20.00	\$575.19
Thereafter	\$574.28	\$20.00	\$594.28

Apprentices

	% of Trades-person Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
1st year - Junior	51%	\$319.66	\$10.20	\$329.86
- Adult	61%	\$382.34	\$12.20	\$394.54
2nd Year - Junior	60%	\$376.07	\$12.00	\$388.07
- Adult	65%	\$407.41	\$13.00	\$420.41
3rd year - Junior	75%	\$470.09	\$15.00	\$485.09
- Adult	75%	\$470.09	\$15.00	\$485.09
4th year - Junior	90%	\$564.11	\$18.00	\$582.11
- Adult	90%	\$564.11	\$18.00	\$582.11

Display Making

	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Display maker	\$622.09	\$20.00	\$642.09
Assistant display maker	\$566.71	\$20.00	\$586.71
General hand	\$518.74	\$20.00	\$538.74
Picture Frame Worker 1	\$600.35	\$20.00	\$620.35
Picture Frame Worker 2	\$579.15	\$20.00	\$599.15
Picture Frame Worker 3	\$545.89	\$20.00	\$565.89
Picture Frame Worker 4	\$531.66	\$20.00	\$551.66

Juniors

Furnishing trades	% of 2nd yr other than tradesperson	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 16 years	35%	\$194.32	\$7.00	\$201.32
At 16 years	43%	\$238.73	\$8.60	\$247.33
At 17 years	51%	\$283.15	\$10.20	\$293.35
At 18 years	61%	\$338.67	\$12.20	\$350.87
At 19 years	75%	\$416.39	\$15.00	\$431.39
At 20 years	88%	\$488.57	\$17.60	\$506.17

Display Makers

	% of Display Maker	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 16 years	32%	\$199.07	\$6.40	\$205.47
At 16 years	39%	\$242.62	\$7.80	\$250.42
At 17 years	46%	\$286.16	\$9.20	\$295.36
At 18 years	55%	\$342.15	\$11.00	\$353.15
At 19 years	68%	\$423.02	\$13.60	\$436.62
At 20 years	79%	\$491.45	\$15.80	\$507.25

Picture Frame Maker

	% of Picture Framer W1	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 16 years	31%	\$186.11	\$6.20	\$192.31
At 16 years	37%	\$222.13	\$7.40	\$229.53
At 17 years	45%	\$270.16	\$9.00	\$279.16
At 18 years	53%	\$318.19	\$10.60	\$328.79
At 19 years	67%	\$402.23	\$13.40	\$415.63
At 20 years	79%	\$474.28	\$15.80	\$490.08

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

WAGE SCHEDULE

Table 1 - Wages

Propagator &/or Gardener

Propagator &/or Gardener		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
With certificate		\$565.75	\$20.00	\$585.75
Without certificate		\$551.55	\$20.00	\$571.55
General garden hand		\$528.70	\$20.00	\$548.70

Apprentices

	% of Gardener with certificate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
1st year	55%	\$311.16	\$11.00	\$322.16
2nd year	65%	\$367.74	\$13.00	\$380.74
3rd year	75%	\$424.31	\$15.00	\$439.31
4th year	90%	\$509.18	\$18.00	\$527.18

Junior rates

Gardener without certificate	% of Gardener without certificate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
18 years and under	80%	\$441.24	\$16.00	\$457.24
At 19 years	90%	\$496.40	\$18.00	\$514.40
At 20 years	100%	\$551.55	\$20.00	\$571.55

General Garden hand	% of General Garden hand	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
18 years and under	80%	\$422.96	\$16.00	\$438.96
At 19 years	90%	\$475.83	\$18.00	\$493.83
At 20 years	100%	\$528.70	\$20.00	\$548.70

8. Delete the Wage Schedule for the Hairdressers Section and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

Hairdressers		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Male/Female Senior		\$608.55	\$20.00	\$628.55

Apprentices

	% of Hairdresser Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
1st year	40%	\$243.42	\$8.00	\$251.42
2nd year	55%	\$334.70	\$11.00	\$345.70
3rd year	70%	\$425.99	\$14.00	\$439.99
4th year	85%	\$517.27	\$17.00	\$534.27

Apprentices (with 1 year's pre-apprenticeship course through TAFE)				
2nd Year (first 6 months only)	55%	\$334.70	\$11.00	\$345.70
3rd year	70%	\$425.99	\$14.00	\$439.99
4th year	85%	\$517.27	\$17.00	\$534.27

Salon Assistant

		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Senior operator		\$571.35	\$20.00	\$591.35

Juniors

	% of Salon Asst Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 16 years	40%	\$228.54	\$8.00	\$236.54
At 16 years	50%	\$285.68	\$10.00	\$295.68
At 17 years	60%	\$342.81	\$12.00	\$354.81
At 18 years	70%	\$399.95	\$14.00	\$413.95
At 19 years	80%	\$457.08	\$16.00	\$473.08
At 20 years	90%	\$514.22	\$18.00	\$532.22

Beauty Therapist

		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Senior operator		\$567.45	\$20.00	\$587.45

Juniors

	% of Beauty Therapist Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
At 17 years	40%	\$226.98	\$8.00	\$234.98
At 18 years	55%	\$312.10	\$11.00	\$323.10
At 19 years	70%	\$397.22	\$14.00	\$411.22
At 20 years	85%	\$482.33	\$17.00	\$499.33

9. 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 1/10/06	SWC 2007	Rate as at 1/10/07
Handyperson		\$590.55	\$20.00	\$610.55
Town Labourer		\$537.00	\$20.00	\$557.00

Junior Rates

	% of Town Labourer Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 16 years	60%	\$322.20	\$12.00	\$334.20
At 16 years	70%	\$375.90	\$14.00	\$389.90
At 17 years	80%	\$429.60	\$16.00	\$445.60
At 18 years	100%	\$537.00	\$20.00	\$557.00

10. 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 1/10/06	SWC 2007	Rate as at 1/10/07
Introductory Level	\$516.80	\$20.00	\$536.80
Food & Beverage Att Gd 1 (bar useful)	\$533.50	\$20.00	\$553.50
Food & Beverage Att Gd 2 (bar attendant)	\$558.60	\$20.00	\$578.60
Food & Beverage Att Gd 3 (TAB, pokies)	\$576.90	\$20.00	\$596.90
Food & Beverage Att Gd 4	\$610.60	\$20.00	\$630.60
Food & Beverage Supervisor	\$652.30	\$20.00	\$672.30
Kitchen Attendant Gd 1	\$533.50	\$20.00	\$553.50
Kitchen Attendant Gd 2	\$558.60	\$20.00	\$578.60
Kitchen Attendant Gd 3	\$576.90	\$20.00	\$596.90
Cook Gd 1 (breakfast, grill cook)	\$558.60	\$20.00	\$578.60
Cook Gd 2	\$576.90	\$20.00	\$596.90
Cook Gd 3 (commis chef, qualified chef)	\$610.60	\$20.00	\$630.60
Cook Gd 4 (demi chef, first cook)	\$652.30	\$20.00	\$672.30
Cook Gd 5 (chef de partie)	\$671.20	\$20.00	\$691.20
Guest Service Gd 1 (cleaner)	\$533.50	\$20.00	\$553.50
Guest Service Gd 2 (room attendant)	\$558.60	\$20.00	\$578.60
Guest Service Gd 3	\$576.90	\$20.00	\$596.90
Guest Service Gd 4	\$610.60	\$20.00	\$630.60
Guest Service Supervisor	\$652.30	\$20.00	\$672.30
Storeperson Gd 1	\$558.60	\$20.00	\$578.60
Storeperson Gd 2	\$576.90	\$20.00	\$596.90
Storeperson Gd 3	\$610.60	\$20.00	\$630.60
Handyperson	\$576.90	\$20.00	\$596.90
Doorperson & Security Officer Gd 1	\$558.60	\$20.00	\$578.60
Timekeeper & Security Officer Gd 2	\$576.90	\$20.00	\$596.90
Leisure Att Gd 1	\$558.60	\$20.00	\$578.60
Leisure Att Gd 2	\$576.90	\$20.00	\$596.90
Leisure Att Gd 3	\$610.60	\$20.00	\$630.60
Persons not otherwise provided for	\$533.50	\$20.00	\$553.50
Forklift driver	\$576.90	\$20.00	\$596.90
Front Office Gr 1	\$558.60	\$20.00	\$578.60
Front Office Gr 2	\$576.90	\$20.00	\$596.90
Front Office Gr 3	\$610.60	\$20.00	\$630.60
Front Office Supervisor	\$652.30	\$20.00	\$672.30
Clerical Gr 1	\$558.60	\$20.00	\$578.60
Clerical Gr 2	\$576.90	\$20.00	\$596.90
Clerical Gr 3	\$610.60	\$20.00	\$630.60
Clerical Supervisor	\$652.30	\$20.00	\$672.30

Apprentice cooks

	% of LEVEL 4 (Cook G3)	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
1st year	55%	\$335.83	\$11.00	\$346.83
2nd year	65%	\$396.89	\$13.00	\$409.89
3rd year	80%	\$488.48	\$16.00	\$504.48
4th year	95%	\$580.07	\$19.00	\$599.07

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.

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

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

WAGE SCHEDULE

Table 1 - Wages

Classification		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Child Care Worker Grade 1				
1st year		\$626.40	\$20.00	\$646.40
2nd year		\$636.52	\$20.00	\$656.52
3rd year		\$646.31	\$20.00	\$666.31
Grade 2				
1st year		\$563.25	\$20.00	\$583.25
2nd year		\$576.06	\$20.00	\$596.06
3rd year		\$587.75	\$20.00	\$607.75
Grade 3		\$576.06	\$20.00	\$596.06
Grade 4				
1st year		\$536.96	\$20.00	\$556.96
2nd year		\$541.89	\$20.00	\$561.89
3rd year		\$546.70	\$20.00	\$566.70
4th year		\$551.15	\$20.00	\$571.15

General Assistant				
Grade 1		\$585.80	\$20.00	\$605.80
Grade 2		\$561.47	\$20.00	\$581.47
Housekeeper		\$563.25	\$20.00	\$583.25
First/Alone cook		\$556.05	\$20.00	\$576.05
Assistant cook		\$551.57	\$20.00	\$571.57
Cleaners		\$541.89	\$20.00	\$561.89

Table 2 - Allowances

		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Leading Hand		Per Week		
1 - 5 employees		\$14.55	4.0%	\$15.13
6 - 10 employees		\$21.02	4.0%	\$21.86
11 - 15 employees		\$28.24	4.0%	\$29.37
16 - 20 employees		\$35.33	4.0%	\$36.74
Leading Hand		Per Day		
1 - 5 employees		\$2.91		\$3.03
6 - 10 employees		\$4.20		\$4.37
11 - 15 employees		\$5.65		\$5.87
16 - 20 employees		\$7.07		\$7.35

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%

12. 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 1/10/06	SWC 2007	Rate as at 1/10/07
Level 6		\$610.60	\$20.00	\$630.60
Level 5		\$584.00	\$20.00	\$604.00
Level 4		\$570.70	\$20.00	\$590.70
Level 3		\$559.40	\$20.00	\$579.40
Level 2		\$544.60	\$20.00	\$564.60
Level 1		\$516.80	\$20.00	\$536.80

Junior Employees

Level 6	% of Adult Level 6	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 17 years	50%	\$305.30	\$10.00	\$315.30
17 to under 18 years	60%	\$366.36	\$12.00	\$378.36
18 to under 19 years	75%	\$457.95	\$15.00	\$472.95
19 to 20 years	85%	\$519.01	\$17.00	\$536.01
Level 5	% of Adult Level 5			
Under 17 years	50%	\$292.00	\$10.00	\$302.00
17 to under 18 years	60%	\$350.40	\$12.00	\$362.40
18 to under 19 years	75%	\$438.00	\$15.00	\$453.00
19 to 20 years	85%	\$496.40	\$17.00	\$513.40
Level 4	% of Adult Level 4			
Under 17 years	50%	\$285.35	\$10.00	\$295.35
17 to under 18 years	60%	\$342.42	\$12.00	\$354.42
18 to under 19 years	75%	\$428.03	\$15.00	\$443.03
19 to 20 years	85%	\$485.10	\$17.00	\$502.10
Level 3	% of Adult Level 3			
Under 17 years	50%	\$279.70	\$10.00	\$289.70
17 to under 18 years	60%	\$335.64	\$12.00	\$347.64
18 to under 19 years	75%	\$419.55	\$15.00	\$434.55
19 to 20 years	85%	\$475.49	\$17.00	\$492.49
Level 2	% of Adult Level 2			
Under 17 years	50%	\$272.30	\$10.00	\$282.30
17 to under 18 years	60%	\$326.76	\$12.00	\$338.76
18 to under 19 years	75%	\$408.45	\$15.00	\$423.45
19 to 20 years	85%	\$462.91	\$17.00	\$479.91
Level 1	% of Adult Level 1			
Under 17 years	50%	\$258.40	\$10.00	\$268.40
17 to under 18 years	60%	\$310.08	\$12.00	\$322.08
18 to under 19 years	75%	\$387.60	\$15.00	\$402.60
19 to 20 years	85%	\$439.28	\$17.00	\$456.28

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

WAGE SCHEDULE

Table 1 - Wages

Full-time		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
INTRODUCTORY LEVEL Three months period for employees that are inexperienced		\$516.80	\$20.00	\$536.80
LEVEL 1 Hospitality service grade 1		\$533.50	\$20.00	\$553.50
LEVEL 2 Hospitality service grade 2 Admin & front office grade 1 Leisure attendant grade 1		\$558.60	\$20.00	\$578.60

LEVEL 3 Hospitality service grade 3 Admin & front office grade 2 Leisure attendant grade 2		\$576.90	\$20.00	\$596.90
LEVEL 4 Hospitality service grade 4 Admin & front office grade 3 Leisure attendant grade 3		\$610.60	\$20.00	\$630.60
LEVEL 5 Hospitality service grade 5 Admin & front office supervisor		\$652.30	\$20.00	\$672.30
LEVEL 6 Hospitality service grade 6		\$671.20	\$20.00	\$691.20

Apprentice Cooks -	% of Level 4 Rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
1st year	55%	\$335.83	\$11.00	\$346.83
2nd year	65%	\$396.89	\$13.00	\$409.89
3rd year	80%	\$488.48	\$16.00	\$504.48
4th year	95%	\$580.07	\$19.00	\$599.07

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.

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

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

- Delete Table 1, of the Wage Schedule from the National Training Wage and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

Wage Level A	Rate as at 1/10/06 Highest year of Schooling Completed			SWC 2007	Rate as at 1/10/07 Highest year of Schooling Completed		
	Year 10 \$ per week	Year 11 \$ per week	Year 12 \$ per week		Year 10 \$ per week	Year 11 \$ per week	Year 12 \$ per week
School Leaver	(50%) 183.72	(33%) 229.29		4%	(50%) 190.92	(33%) 238.28	
	(33%) 214.48	(25%) 258.02	311.12	4%	(33%) 222.88	(25%) 268.13	323.31
+ 1 year out of school	258.02	311.12	361.05	4%	268.13	323.31	375.19
+ 2 years	311.12	361.05	420.49	4%	323.31	375.19	436.96
+ 3 years	361.05	420.49	481.02	4%	375.19	436.96	499.86
+ 4 years	420.49	481.02		4%	436.96	499.86	
+ 5 years	481.02			4%	499.86		

Wage Level B	Highest year of Schooling Completed				Highest year of Schooling Completed		
School Leaver	Year 10 \$ per week	Year 11 \$ per week	Year 12 \$ per week		Year 10 \$ per week	Year 11 \$ per week	Year 12 \$ per week
	(50%) 183.72	(33%) 229.29		4%	(50%) 190.92	(33%) 238.28	
	(33%) 214.48	(25%) 258.02	300.47	4%	(33%) 222.88	(25%) 268.13	312.24
+ 1 year out of school	285.02	300.47	345.10	4%	268.13	312.24	358.62
+ 2 years	300.47	345.10	405.58	4%	312.24	358.62	421.47
+ 3 years	345.10	405.58	462.30	4%	358.62	421.47	480.40
+ 4 years	405.58	462.30		4%	421.47	480.40	
+ 5 years	462.30			4%	480.40		

Wage Level C	Highest year of Schooling Completed				Highest year of Schooling Completed		
School Leaver	Year 10 \$ per week	Year 11 \$ per week	Year 12 \$ per week		Year 10 \$ per week	Year 11 \$ per week	Year 12 \$ per week
	(50%) 183.72	(33%) 229.29		4%	(50%) 190.92	(33%) 238.28	
	(33%) 214.48	(25%) 258.02	283.90	4%	(33%) 222.88	(25%) 268.13	306.58
+ 1 year out of school	258.02	283.90	331.13	4%	268.13	306.58	344.11
+ 2 years	283.90	331.13	370.41	4%	306.58	344.11	384.93
+ 3 years	331.13	370.41	415.50	4%	344.11	384.93	431.72
+ 4 years	370.41	415.50		4%	384.93	431.72	
+ 5 years	415.50			4%	431.72		

Adult Trainees						
	First year of T/ship	Second year of			First year of T/ship	Second year of T/Ship
Wage Level	\$ per week	\$ per week		4%	\$ per week	\$ per week
Wage Level A	498.70	517.42		4%	518.25	537.72

Wage Level B	479.98	497.66		4%	498.72	517.17
Wage Level C	431.10	446.70		4%	447.95	464.17

School Based Traineeships	Year of Schooling				Year of Schooling	
	Year 11 \$ per week	Year 12 \$ per week			Year 11 \$ per week	Year 12 \$ per week
Wage Levels A, B & C	234.69	258.02		4%	243.88	268.13

15. Delete Table 1, 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 1/10/06	SWC 2007	Rate as at 1/10/07
Group A	\$584.20	\$20.00	\$604.20
Group B	\$602.00	\$20.00	\$622.00
Group C	\$619.90	\$20.00	\$639.90
Group D	\$627.30	\$20.00	\$647.30
Group E	\$636.00	\$20.00	\$656.00
Group F	\$641.40	\$20.00	\$661.40
Group G	\$650.60	\$20.00	\$670.60
Group H	\$661.00	\$20.00	\$681.00
Powder Monkey	\$661.00	\$20.00	\$681.00

16. Delete Table 1, of the Wage Schedule from the Restaurants, Fish Shops and Cafes, and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
First Cook in Charge with authority to direct other staff		\$559.50	\$20.00	\$579.50
Second Cook		\$546.05	\$20.00	\$566.05
Bar Attendant, Waiter/Waitress		\$541.70	\$20.00	\$561.70
Pantry/Kitchen/General/Maid/Cleaner		\$540.15	\$20.00	\$560.15
Apprentice Cooks	% of First Cook			
1st year	46%	\$257.15	\$9.20	\$266.57
2nd year	54%	\$302.13	\$10.80	\$312.93
3rd year	68%	\$380.46	\$13.60	\$394.06
4th year	80%	\$447.60	\$16.00	\$463.60

Junior Waiter/Waitress	% of Waiter/Waitress			
Under 18	62%	\$335.85	\$12.40	\$348.25
At 18 years	68%	\$368.36	\$13.60	\$381.96
At 19 years	78%	\$422.53	\$15.60	\$438.13
at 20 years	88%	\$476.70	\$17.60	\$494.30
Junior Pantry	% of Pantry			
Under 18 years	62%	\$334.89	\$12.40	\$347.29

At 18 years	68%	\$367.30	\$13.60	\$380.90
At 19 years	78%	\$421.32	\$15.60	\$436.92
20 years	88%	\$475.33	\$17.60	\$492.93

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 1/10/06	SWC 2007	Rate as at 1/10/07
Grade 1	\$595.80	\$20.00	\$615.80
Grade 2	\$614.20	\$20.00	\$634.20
Grade 3	\$625.50	\$20.00	\$645.50
Grade 4	\$636.70	\$20.00	\$656.70
Grade 5	\$658.90	\$20.00	\$678.90

18. Delete Table 1, of the Wage Schedule from the Shop Assistants Section, and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

Shop Assistants				
Years	% of At 21 rate	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 16	40%	\$240.42	\$8.00	\$248.42
At 16	50%	\$300.53	\$10.00	\$310.53
At 17	60%	\$360.63	\$12.00	\$372.63
At 18	70%	\$420.74	\$14.00	\$434.74
At 19	80%	\$480.84	\$16.00	\$496.84
At 20	90%	\$540.95	\$18.00	\$558.95
At 21	100%	\$601.05	\$20.00	\$621.05

Chemist Shops* Tyre Fitters+				
Years				
Under 16	40%	\$249.08	\$8.00	\$257.08
At 16	50%	\$311.35	\$10.00	\$321.35
At 17	60%	\$373.62	\$12.00	\$385.62
At 18	70%	\$435.89	\$14.00	\$449.89
At 19	80%	\$498.16	\$16.00	\$514.16
At 20	90%	\$560.43	\$18.00	\$578.43
At 21	100%	\$622.70	\$20.00	\$642.70

* Dispensing under supervision of a Chemist

+ With Certificate of Qualification

Window Dresser				
Years				
Under 16	40%	\$243.32	\$8.00	\$251.32
At 16	50%	\$304.15	\$10.00	\$314.15
At 17	60%	\$364.98	\$12.00	\$376.98
At 18	70%	\$425.81	\$14.00	\$439.81
At 19	80%	\$486.64	\$16.00	\$502.64
At 20	90%	\$547.47	\$18.00	\$565.47
At 21	100%	\$608.30	\$20.00	\$628.30

Ticket Writer				
Years				
Under 16	40%	\$242.98	\$8.00	\$250.98
At 16	50%	\$303.73	\$10.00	\$313.73
At 17	60%	\$364.47	\$12.00	\$376.47
At 18	70%	\$425.22	\$14.00	\$439.22
At 19	80%	\$485.96	\$16.00	\$501.96
At 20	90%	\$546.71	\$18.00	\$564.71
At 21	100%	\$607.45	\$20.00	\$627.45

Departmental Managers or Branch Manager Supervising

Table 1 - Wages

Without duty of buying	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
1 - 4 employees	\$614.37	\$20.00	\$634.37
5 - 12 employees	\$624.76	\$20.00	\$644.76
13 - 25 employees	\$637.78	\$20.00	\$657.78
over 25 employees	\$644.90	\$20.00	\$664.90

With duty of buying			
1 - 4 employees	\$616.27	\$20.00	\$636.27
5 - 12 employees	\$627.68	\$20.00	\$647.68
13 - 25 employees	\$640.58	\$20.00	\$660.58
over 25 employees	\$649.08	\$20.00	\$669.08

Table 2 - Allowances

	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Section Head, Shop Walker, Supervisor, Traveller	\$10.68	4.0%	\$11.11
Fork lift driver and deliverer	\$10.68	4.0%	\$11.11

SHOP ASSISTANTS SECTION 3

WAGE SCHEDULE

Petrol Oil Resellers and Lubratorium Operators Only

Day Shift

	% of At 21 year	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Under 16	40%	\$240.42	\$8.00	\$248.42
At 16	50%	\$300.53	\$10.00	\$310.53
At 17	60%	\$360.63	\$12.00	\$372.63
At 18	70%	\$420.74	\$14.00	\$434.74
At 19	80%	\$480.84	\$16.00	\$496.84
At 20	90%	\$540.95	\$18.00	\$558.95
At 21	100%	\$601.05	\$20.00	\$621.05

Night Shift Only (30%)

	% of At 21 year	Rate as at 1/10/06		Rate as at 1/10/07
Under 16	40%	\$312.55		\$322.95
At 16	50%	\$390.68		\$403.68
At 17	60%	\$468.82		\$484.42

At 18	70%	\$546.96		\$565.16
At 19	80%	\$625.09		\$645.89
At 20	90%	\$703.23		\$726.63
At 21	100%	\$781.37		\$807.37

Afternoon Shift Only (18%)

	% of At 21 year	Rate as at 1/10/06		Rate as at 1/10/07
Under 16	40%	\$283.70		\$293.14
At 16	50%	\$354.62		\$366.42
At 17	60%	\$425.54		\$439.70
At 18	70%	\$496.47		\$512.99
At 19	80%	\$567.39		\$586.27
At 20	90%	\$638.32		\$659.56
At 21	100%	\$709.24		\$732.84

Alternating Afternoon and Night Shift (20%)

	% of At 21 years	Rate as at 1/10/06		Rate as at 1/10/07
Under 16	40%	\$288.50		\$298.10
At 16	50%	\$360.63		\$372.63
At 17	60%	\$432.76		\$447.16
At 18	70%	\$504.88		\$521.68
At 19	80%	\$577.01		\$596.21
At 20	90%	\$649.13		\$670.73
At 21	100%	\$721.26		\$745.26

Alternating Day and Night* 12.5%

Alternating Day, Afternoon & Night **

Alternating Day and Afternoon ***

	% of At 21 year	Rate as at 1/10/06		Rate as at 1/10/07
Under 16	40%	\$270.47		\$279.47
At 16	50%	\$338.84		\$349.34
At 17	60%	\$405.21		\$419.21
At 18	70%	\$473.58		\$489.08
At 19	80%	\$540.95		\$558.95
At 20	90%	\$608.56		\$628.81
At 21	100%	\$676.18		\$698.68

19. Delete Table 1, 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 1/10/06	SWC 2007	Rate as at 1/10/07
Process Worker (Engineering production employee)		\$593.83	\$20.00	\$613.83
Basic Tradeperson		\$701.95	\$20.00	\$721.95
Engineering Tradeperson (Multiskilled)		\$724.35	\$20.00	\$744.35
Engineering Tradeperson (Special Class)		\$756.12	\$20.00	\$776.12

Engineering Tradeperson (Senior Tradesperson)		\$791.45	\$20.00	\$811.45
--	--	----------	---------	----------

APPRENTICES				
Junior	% of Multi-skilled rate			
1st year	42%	\$304.23	\$8.40	\$312.63
2nd year	55%	\$398.39	\$11.00	\$409.39
3rd year	75%	\$543.26	\$15.00	\$558.26
4th year	88%	\$637.43	\$17.60	\$655.03

Adult	First 2 years - %of Process Worker			
	Last 2 years - %of Multi- skilled rate			
1st year	85%	\$504.76	\$17.00	\$521.76
2nd year	85%	\$504.76	\$17.00	\$521.76
3rd year	75%	\$543.26	\$15.00	\$556.26
4th year	88%	\$637.83	\$17.60	\$655.03

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

WAGE SCHEDULE

Table 1 - Wages

Grade	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Grade 1	\$594.80	\$20.00	\$614.80
Grade 2	\$611.90	\$20.00	\$631.90
Grade 3	\$623.80	\$20.00	\$643.80
Grade 4	\$634.20	\$20.00	\$654.20
Grade 5	\$660.90	\$20.00	\$680.90
Grade 6	\$667.60	\$20.00	\$687.60
Grade 7	\$687.90	\$20.00	\$707.90
Grade 8	\$729.40	\$20.00	\$749.40
Furniture Removalist Offsider	\$601.10	\$20.00	\$621.10
Chauffeur	\$599.90	\$20.00	\$619.90

21. Delete Table 1, of the Wage Schedule from the Transport Industry - Tourist and Service Coach Drivers Section, and insert in lieu thereof the following:

WAGE SCHEDULE

Table 1 - Wages

	Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Adult Employees	\$604.10	\$20.00	\$624.10

22. Delete Table 1, of the Wage Schedule from the Warehouse and Carriers, Wholesale Wine and Spirit Merchants Section, and insert in lieu thereof the following:

WAGE SCHEDULE**Table 1 - Wages**

Adults		Rate as at 1/10/06	SWC 2007	Rate as at 1/10/07
Checker, Assembler, Sorter, Replenisher, Stock Hand Wrapper/ Tyer, Indoor Salesperson, Storeperson		\$561.35	\$20.00	\$581.35
Head Storeperson 1 - 4 Employees		\$579.50	\$20.00	\$599.50
Head Storeperson 5 - 12 Employees		\$589.90	\$20.00	\$609.90
Juniors	% of Checker rate			
16 Years and under	60%	\$336.81	\$12.00	\$348.81
At 17 years of age	65%	\$364.88	\$13.00	\$377.88
At 18 years of age	75%	\$421.01	\$15.00	\$436.01
At 19 years of age	85%	\$477.15	\$17.00	\$494.15
At 20 years of age	100%	\$561.35	\$17.00	\$581.35

23. This variation (excluding the Clerks Section) shall take effect from the first pay period commencing on or after 1 October 2007, the Clerks Section rates shall take effect from 26 June 2007.

P. J. SAMS *D.P.*

Printed by the authority of the Industrial Registrar.

BUTTON MAKERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 1043 of 2007)

Before Commissioner McKenna

28 June 2007

VARIATION

1. Delete subclause 12.2, of clause 12, Rates of Pay, of the award published 21 February 2003 (338 I.G. 393), and insert in lieu thereof the following:

12.2 State Wage Case 2007

The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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**

Rates of pay from the beginning of the first pay period to commence on or after 8 July 2007.

Skill Level	Description	Award Rate Per Week \$
1	Trainee/ Labourer	531.40
2	General Operations Duties	549.50
3	Warehouse Duties	563.70
4	Technically Skilled and Assistant Supervisor	584.50
5	Trades person/ Assistant Foreperson	616.20
6	Production Support Supervisor	639.10
7	Supervisor	659.90

Table 2 - Other Rates and Allowances

Allowances from the beginning of the first pay period to commence on or after 8 July 2007.

Item No.	Clause No.	Brief Description	Amount \$
1	20.1	First-aid Allowance	10.60 per week
2	20.2	Leading Hand Allowance	Per week
		In charge of up to 10 employees	22.40
		In charge of up to 11 to 20 employees	32.65
		In charge of 21 or more employees	39.55

3	20.8	Payment by Results Systems -	
		Employee who instructs learners	
		1st week	5.30
		2nd week	4.65
		3rd week	4.10
		continue instructing a learner thereafter	4.10
4	20.9	Change of shifts without 2 days' notice - compensation	17.50
5	20.10	Meal Allowance	7.40
		For each subsequent meal	5.40
6	52.1	Disability Allowance	3.80
	52.2	Inadequate dining and/or rest facilities	3.80

3. This variation shall take effect from the first full pay period on or after 8 July 2007.

D. S. McKENNA, Commissioner

Printed by the authority of the Industrial Registrar.

(080)

SERIAL C5855

CANTEEN, &c., WORKERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 1089 of 2007)

Before Commissioner Bishop

12 July 2007

VARIATION

1. Delete paragraph 7.1.3 of subclause 7.1 of clause 7, Wages, of the award published 17 March 2000 (314 I.G. 155), and insert in lieu the following:

7.1.3 The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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**MONERTARY RATES****Table 1 - Wage Rates**

GRADE	Weekly rates of pay
1	531.30
2	548.30
3	573.90
4	592.60
5	627.00
6	669.60

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount
1	9	Tool Allowance	0.71 per week
2	11	Meal Allowance	11.05 per week
3	13	First Aid Allowance	12.06 per week
4	19	Laundry Allowance: - special clothing requiring ironing	3.25 per day to a maximum of 9.75 per week
		- special clothing not requiring ironing	1.83 per day to a maximum of 5.51 per week

3. This variation shall commence from the first full pay period on or after 7 September 2007.

E. A. R. BISHOP, Commissioner

Printed by the authority of the Industrial Registrar.

(173)

SERIAL C5865

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 1711 of 2007)

Before Commissioner Tabbaa

23 July 2007

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 2007. 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 2006 Amount \$	SWC 2007 Adjustment \$	SWC 2007 Amount \$
Ginner	598.20	20.00	618.20
Gin Machinery Operator Category 1 - who shall include Trainee Ginner, Storeperson 1, Grader Operator, Hyster Operator, Maintenance Person	571.20	20.00	591.20
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	549.10	20.00	569.10
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	521.10	20.00	541.10

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	SWC 2006 Amount \$	SWC 2007 Amount \$
1	19(3)	Meal Allowance	6.50	6.70
2	20(2)	First-aid	2.05 per day/or shift	2.13 per day/or shift

"Note": These allowances are contemporary for expense related allowances as at 30 March 2007 and for work related allowances are inclusive of adjustment in accordance with the June 2007 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 8 September 2007.

I. TABBAA, Commissioner

Printed by the authority of the Industrial Registrar.

CLUB EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 1091 of 2007)

Before Commissioner Cambridge

6 July 2007

VARIATION

1. Delete Table 1 - Rates of Pay and 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 1 - Rates of Pay

- (i) On and from 3 August 2007:

The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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.

Classification	Minimum Rate \$	Supplementary Amount \$	Non-Adjustable Amount \$	Total Weekly Wage \$
Introductory Level	458.50	87.10	-	545.60
Level 1	487.50	83.40	15.90	586.80
Level 2 - All Others	501.50	86.10	-	587.60
Bar/Change Steward	503.50	86.10	6.60	596.20
Door Steward	503.20	86.10	5.50	594.80
Cold Larder Cook	502.70	86.10	3.60	592.40
Short Order Cook	504.30	86.10	8.60	599.00
Cellar/Stores Person	505.00	86.10	10.60	601.70
Clerical Staff	512.40	86.10	35.20	633.70
Level 3 - All Others	527.40	89.80	-	617.20
Receptionist	527.90	89.80	2.30	620.00
Clerical Staff	531.30	89.80	12.70	633.80
Level 4	551.30	93.00	-	644.30
Level 5	587.40	98.30	-	685.70
Level 6	611.20	101.80	-	713.00
Level 7	635.40	105.10	-	740.50

- (ii) Fitness Instructor - \$36.9026 per hour

Table 2 - Other Rates and Allowances

- (i) On and from 3 August 2007:

Item No.	Part No.	Clause No.	Brief Description	Amount \$	
1	B	9.5.2, 9.11.2, 9.17.1	Shift Penalty	2.1216	per hour
2	B	9.5.2, 9.11.2, 9.17.1	MINIMUM payment	7.25	per day
3	B	9.5.3, 9.11.3	Broken Shift penalty	10.53	per day
4	B	9.5.4, 9.11.3	Night Shift penalty	13.99	per day
5	B	12.1.5 (a)	Apprentices prof. allowance 1st Occasion	3.26	per week
6	B	12.1.5 (b)	2nd Occasion	5.41	per week
7	B	12.1.5 (c)	3rd Occasion	7.54	per week
8	C	21.1.1 (i)	First Aid Allowance	18.68	per week
9	B	9.15.4, 14.1.5, 14.1.6	Meal Allowance	9.95	per occasion
10	C	22.1.1 (i)	Clothing - Permanent employees	17.54	per week
11	C	22.1.1 (ii)	- Apprentices	7.35	per week
12	C	22.1.1 (iii)	- Casuals	2.56	per day
13	C	22.1.4	Shoe Allowance Only: Clothing - Permanent employees	4.04	per week
14	C	22.1.4	- Apprentices	1.96	per week
15	C	22.1.4	- Casuals	0.63	per day
16	C	22.1.9 (i)	Laundry Allowance: Permanent Employees	8.79	per week
17	C	22.1.9 (ii)	Apprentices	3.97	per week
18	C	22.1.9 (iii)	Cummerbund	1.09	per week
19	C	22.1.9 (iv)	Casuals	2.58	per day
20	C	22.1.9 (v)	Cooks	12.52	per week
21	C	22.1.9 (vi)	Apprentice Cooks	5.28	per week
22	C	22.1.9 (vii)	Casual Cooks	3.35	per day
23	C	20.1.1 (i)	Meal provided - deduct	9.95	per week
24	C	20.1.1 (ii)	Board & Lodgings - deduct	95.13	per week
25	C	20.1.1 (iii)	Lodgings only - deduct	45.42	per week
26	C	23.1.1	Tool Allowance	10.11	per week
27	C	23.1.2	Apprentice Tool Allowance	6.13	per week

2. This variation shall take effect on and from 3 August 2007.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(348)

SERIAL C5828

GELATINE AND GLUE INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 992 of 2007)

Before Commissioner Ritchie

25 June 2007

VARIATION

1. Delete subclause (f) of clause 2, Rates of Pay of the award published 22 February 2002 (331 I.G. 679), and insert in lieu thereof the following:
 - (f) The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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**

Grade	Adhesive and Glue Stream as of 18 February 2007 \$	Adhesive and Glue Stream as of 18 February 2008 \$	Gelatine and By Product Stream as of 18 February 2007 \$	Gelatine and By Product Stream as of 18 February 2008 \$
6	631.90	651.90	644.40	664.40
5	611.10	631.10	606.90	626.90
4	588.20	608.20	588.20	608.20
3	559.00	579.00	563.20	583.20
2	538.20	558.20	554.80	574.80
1	528.50	548.50	534.00	554.00

Table 2 - Junior Rates

Age	Percentage
At 16 years of age and under	70
At 17 years of age	85
At 18 years of age	100

Table 3 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount as of 18 February 2007 per week \$	Amount as of 18 February 2008 per week \$
1	4(a)(i)	Leading hand up to 10 employees	22.25	23.15
2	4(a)(ii)	Leading hand over 10 employees	30.80	32.05
3	4(b)	Industry allowances - Gelatine and By Products Stream	16.95	17.65
4	4(c)	Boiler Attendants Allowance	10.60	11.00
5	9(d)	Meal Allowance - 1st meal	8.65	8.93
6	9(d)	Meal Allowance - 2nd and subsequent meal	8.65	8.93
7	18(c)	Laundry Allowance	6.90	7.00
8	32(c)	First Aid Allowance	10.35	10.75

3. The variation shall take effect from the first full pay period to commence on or after 18 February 2008.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

(518)

SERIAL C5842

PARKING ATTENDANTS, &c. (STATE) CONSOLIDATED AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 982 of 2007)

Before Commissioner Ritchie

9 July 2007

VARIATION

1. Delete clause 6, Wages, of the award published 8 December 2000 (320 I.G. 1171) and insert in lieu thereof the following:

6. Wages

- (i) The minimum adult weekly rates of pay for each classification, are as set out in Table 1 - Wages, of Part B, Monetary Rates.
- (ii) The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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.
- (iii) Junior Employees - The minimum rates of pay to be paid to junior employees shall be the following percentages of the appropriate adult rate of pay as prescribed in subclause (i) of this clause:

	Percentage per week
Under 18 years of age	70
At 18 years of age	100

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

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

Award Classification	Relativity to Metal Industry Tradesperson	Weekly Rates For Full Time Employees		
		A	B	C
		Former Rates per week	SWC 2007 per week	Total Rates per week
		\$	\$	\$
Parking Attendant	82.0%	521.10	20.00	541.10

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount Payable
1	6A	Meal Allowance	\$8.20 per meal
2	6A	Employee in Charge Allowance	\$31.45 per week
3	6A	First Aid Allowance - Weekly Employee	\$14.15 per week
4	6A	First Aid Allowance - Other Employee	\$2.80 per shift
5	6A	Laundering Allowance - Weekly Employee	\$10.35 per week
6	6A	Laundering Allowance - Other Employee	\$2.05 per shift

3. This variation shall take effect from the beginning of the first pay period to commence on or after 31 July 2007.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

(515)

SERIAL C5843

PAINT AND VARNISH MAKERS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 981 of 2007)

Before Commissioner Ritchie

9 July 2007

VARIATION

1. Delete clause 4, Wages, of the award published 2 November 2001 (329 I.G. 131), and insert in lieu thereof the following:

4. Wages

The minimum rates of pay for weekly employees shall be as set out in Table 1 and Table 2 of Part B Monetary Rates.

The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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 - Wage Rates**

Classification Grade	Former rate of pay per week \$	SWC - 2007 \$	Total rate per week \$
1	554.20	20.00	574.20
2	566.20	20.00	586.20
3	577.70	20.00	597.70
4	598.60	20.00	618.60
5	626.30	20.00	646.30

Table 2 - Wage Rates - Laboratory Employees

Classification Grade	Former rate of pay per week \$	SWC - 2007 \$	Total rate per week \$
1	554.20	20.00	574.20
1A	566.20	20.00	586.20
2A	577.70	20.00	597.70
2B	639.90	20.00	659.90
2C	658.80	20.00	678.80
3	679.60	20.00	699.60

4	700.50	20.00	720.50
5	742.20	20.00	762.20
6	783.90	20.00	803.90
7	804.80	20.00	824.80

Table 3 - Allowances

Item No.	Clause No.	Brief Description	Amount (\$)
1	5(i)(a)	Leading Hand: 1-10 employees	30.60
2	5(i)(b)	Leading Hand: 11 or more employees	43.42
3	5(ii)	Storeperson Working Singly	16.38
4	8(ii)	First Aid Allowance	15.67
5	17	Meal Allowance	12.53
6	39(i)	Excess fares - transfer	0.63 per km
7	39(ii)	Excess fares normal work site	0.63 per km

3. This variation shall take effect from the beginning of the first pay period to commence on or after 5 September 2007.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

TANNING INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 979 of 2007)

Before Commissioner Ritchie

25 June 2007

VARIATION

1. Delete paragraph (iii) (b), of clause 4, Wages of the award, published 8 February 2002 (331 I.G. 157), and insert in lieu thereof the following:-
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case of June 2007. These adjustments may be offset against:
 - (1) any equivalent over award payments, and/or
 - (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**

	Former Rate	2007 SWC \$20.00 *\$27.00, Award Review Classification rate
Group 1	504.40	531.40*
Group 2	521.10	541.10
Group 3	543.60	563.60
Group 4	564.50	584.50
Group 5	598.20	618.20

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Current Rates \$	2007 SWC \$
1	4 (ii) Industry Loading	21.40 per week	22.30 per week
2	4 (vii) Leading Hand 3 - 10 employees	22.90 per week	23.80 per week
3	4 (vii) Leading Hand 10 - 20 employees	34.80 per week	36.20 per week
4	4 (vii) Leading Hand more than 20 employees	44.00 per week	45.80 per week

5	4 (viii) First Aid	11.30 per week	11.80 per week
6	6 (iii) Fork Lift	0.50 per hour	0.52 per hour
7	12 (iii) Meal - 1st	10.90	11.20
8	12 (iii) Meal - 2nd	10.90	11.20
9	12 (iv) Meal Cancellation of Overtime	10.90	11.20
10	13 (viii) Meal Shift Workers	10.90	11.20
11	14 Special rates	0.50 per hour	0.52 per hour
12	36 (D) (i) Super Contributions	17.40 per week	18.00 per week

3. This variation shall take effect from the beginning of the first full pay period to commence on or after 19 February 2008.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

(090)

SERIAL C5856

CATERERS EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 1090 of 2007)

Before Commissioner Bishop

12 July 2007

VARIATION

1. Delete Part B, Monetary Rates, of the award published 13 July 2001 (326 I.G. 78), and insert in lieu thereof the following:

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

Grade	Per week \$
1	531.30
2	548.30
3	573.90
4	592.60
5	627.00
6	667.60
7	688.90

The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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.

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	7.1	Meal Allowance	11.05
2	13.2	Apprentices Tool Allowance	0.71 per week
3	23.1	Laundry Allowance:- - special clothing requiring ironing - special clothing not requiring ironing	3.25 per day to a maximum of 9.75 per week 1.83 per day to a maximum of 5.65 per week
4	8.5	Fares reimbursement	11.04

2. This variation shall commence from the first full pay period on and from 18 September 2007.

E. A. R. BISHOP, Commissioner

Printed by the authority of the Industrial Registrar.

(099)

SERIAL C4980

CEMETERY AND CREMATORIA EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Funeral and Allied Industries Union of New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 2767 of 2006)

Before The Honourable Justice Schmidt

1 August 2006

VARIATION

1. Delete subclauses (i) and (iv), of clause 6, Wages, of the award published 22 July 2005 (352 I.G. 614), and insert in lieu thereof the following:

- (i) The rates of pay shall be the minimum to be paid to weekly employees in the classifications as set out in Table 1 of Part B of this award:

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.
- (iv) An employee required to do any work in connection with an exhumation shall receive an allowance for each body exhumed in addition to his/her ordinary wage as set out as follows:
- (a) where a body has been buried for 14 days or less, \$58.58
- (b) where a body has been buried for more than 14 days but less than seven years and had been arterially embalmed and sealed in a metal, polythene or other approved plastic container, \$70.26.
- (c) where a body has been buried for more than 14 days but less than seven years and has not been arterially embalmed and inserted in a metal, polythene or other approved plastic container, \$117.16 and
- (d) where a body has been buried in excess of seven years, \$58.58

2. Delete clause 8, Leading Hand, and insert in lieu thereof the following:

8. Leading Hand

Where an employer in his/her sole discretion appoints an employee as a leading hand, such an employee shall be paid an allowance of \$28.84 per week above his/her appropriate classification as provided for in subclause (i) of Clause 6 - Wages, of this award.

3. Delete clause 11, Tea Money, and insert in lieu thereof the following:

11. Tea Money

- (i) Employees required to work overtime for more than two hours after their ordinary ceasing time on any day, Monday to Friday inclusive, and who have not been so advised the day previously, shall be paid a meal allowance of \$10.15.

- (ii) Employees who are advised that they are required to work overtime and who are not so required to work shall be paid \$6.30 meal allowance.

4. Delete clause 25, First Aid Allowance, and insert in lieu thereof the following:

25. First-Aid Allowance

An employee who has been trained to render first-aid and who is the current holder of appropriate first-aid qualifications, such as a certificate from the St. John's Ambulance or similar body shall be paid an allowance of \$7.89 per week if the employee is appointed by an employer to perform first-aid duty.

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

PART B

MONETARY RATES

Table 1 - Wages

Classification	Base Rate \$	Proposed New Base Rate \$	Hourly Rate \$
General Hand	570.59	587.59	15.46
5 yrs	582.45	599.45	15.77
10 yrs	594.31	611.31	16.08
15 yrs	606.17	623.17	16.39
Grave Digger	598.09	615.09	16.18
5 yrs	610.64	627.64	16.51
10 yrs	623.19	640.19	16.84
15 yrs	635.74	652.74	17.17
Transformer Hand	594.19	611.19	16.08
5 yrs	606.64	623.64	16.41
10 yrs	619.09	636.09	16.73
15 yrs	631.54	648.54	17.06

6. This variation shall take effect from the beginning of the first pay period to commence on or after 1 August 2006.

M. SCHMIDT *J*

Printed by the authority of the Industrial Registrar.

CLOTHING TRADES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 1042 of 2007)

Before Commissioner McKenna

28 June 2007

VARIATION

1. Delete clause 7, Absorption Commitment, of the award published 19 October 2001 (328 I.G. 952), and insert in lieu thereof the following:

7. Absorption Commitment

- 7.1 The rates of pay in this Award include the adjustments payable under the State Wage Case 2007. 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, State Wage Case, and minimum wage adjustments.
- 7.2 The rates in Tables 1 - Rates of Pay, and the rates in Table of Table 2 - Other Rates and Allowances, of Part B, Monetary Rates, shall operate from the beginning of the first pay period to commence on or after 23 July 2007.
2. Delete Part B - Monetary Rates and insert in lieu of the following:

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

Clause 6 - Rates of Pay

Adult Rates of Pay from the beginning of the first pay period to commence on or after 23 July 2007.

Skill Level	Award Rate \$
Trainee	524.40
1	541.10 *
2	563.60
3	584.50
4	618.20
5#	659.90**

* Calculation for minute pay rate for PBR purposes

** Note yet determined as to relativity

Not a skill level

Table 2 - Other Rates and Allowances

Allowances payable from the beginning of the first pay period to commence on or after 23 July 2007.

Item No.	Clause No.	Brief Description	Amount \$
1	6.6.1	Head of table or bench of machines, in charge of four or more persons - above appropriate machinist rate	15.40
2	6.6.2	Head of table or bench of machines, in charge of four or more persons - above appropriate machinist	11.30
3	17.1	Meal Money	8.95
4	46.1	Disability allowances - Inadequate dining facilities	3.80
5	46.2	Disability Allowances - Inadequate rest facilities	3.80

3. Delete the paragraph commencing "Wages" in clause 63, Schedule C, Information to be given to Outworkers, and insert in lieu thereof the following:

Wages - According to law, as at 23 July 2007 the usual weekly wage for 38 hours, Monday to Friday is \$563.60.

The hourly rate is \$14.83. Remember, the law says you must not be paid less than the hourly rate according to the award.

4. This variation shall take effect on and from the first full pay period on or after 23 July 2007.

D. S. McKENNA, Commissioner

Printed by the authority of the Industrial Registrar.

(1775)

SERIAL C5697

COOMA CHALLENGE LIMITED BUSINESS SERVICES (STATE) AWARD, THE

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 1038 of 2007)

Before Commissioner McKenna

28 June 2007

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 2007. 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 2007.

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	3.49	132.75
Level 2	22.5	3.95	150.10
Level 3	27	4.63	176.10
Level 4	32	5.39	205.00
Level 5	36	6.00	228.15
Level 6	37.5	6.23	236.80

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 2007.

Number of Years Employed	Hourly \$	Weekly \$
Grade 1		
Year 1	16.27	618.20
Year 2	16.86	640.65
Year 3	17.60	668.70
Year 4	18.32	696.25
Grade 2		
Year 1	18.93	719.20
Year 2	19.67	747.30
Year 3	19.96	758.50
Year 4	21.14	803.40
Year 5	21.88	831.50

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 2007.

Item No.	Clause No.	Brief Description	Amount \$
1	13.1	Meal Money	8.90
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	21.40 per week 32.65 per week 39.55 per week
3	33.2	Unwashed Rags	2.60
4	33.2	Picking Over Waste or Rags	1.04 per bale
5	33.4	First-aid Allowance	10.60 per week
6	33.5	Motor Vehicle Allowance	0.58 per km
7	40.1	Amenities Allowances - Inadequate dining facilities	3.70 per day
8	40.1	Amenities Allowances - Inadequate rest facilities	3.70 per day

3. This variation shall come into effect from the first full pay period on or after 7 October 2007.

D. S. McKENNA, Commissioner

Printed by the authority of the Industrial Registrar.

DRY CLEANING (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 1041 of 2007)

Before Commissioner McKenna

28 June 2007

VARIATION

1. Delete subclause 14.4 of clause 14, Rates of Pay, of the award published 30 November 2001 (329 I.G. 1111) and insert in lieu thereof the following:

14.4 The rates of pay in this Award include the adjustments payable under the State Wage Case 2007. 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, State Wage Case, 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**

Group	Classification	Total Minimum Award Rate per week \$
A	Invisible mender, Tailor or tailoress	584.50
B	Presser Receiver and dispatcher in charge A (namely a person in charge of a depot and responsible for the keeping of records and responsible for cash) Cleaner (operating dry cleaning machine)	549.40
C	Repairer (other than tailor or tailoress) Spotter presser (off-set press) Hand ironer receiver and/or dispatcher	549.40
D	Wet cleaner, Steam air finisher, Examiner of garments, Assembler of garments, Sorter of garments	541.10
E	All other	531.40

Table 2 - Other Rates and Allowances

Allowances payable from the beginning of the first pay period to commence on or after 21 August 2007.

Item No.	Clause No.	Brief Description	Amount \$
1	17.1.1	Meal Money	5.60

3. This variation shall take effect from the first full pay period to commence on or after 21 August 2007.

D. S. McKENNA, Commissioner

Printed by the authority of the Industrial Registrar.

TEXTILE INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 1039 of 2007)

Before Commissioner McKenna

28 June 2007

VARIATION

1. Delete paragraph 5.3.3 of subclause 5.3 of clause 5, Rates of Pay, of the award published 19 October 2001 (328 I.G. 841) and insert in lieu thereof the following:

5.3.3 The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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**

Adult Rates of Pay - Clause 5

Classification Skill Level	Minimum Weekly Award Wage Rate \$
Trainee	524.40
1	541.10
2	563.60
3	584.50
4	618.20
5#	659.90

* The weekly award wage rate for ordinary hours combines the base rate, supplementary payment and arbitrated safety net adjustments and State Wage Case decisions awarded since the NWC October 1993 Review of Wage fixing Principles.

Wage Band

Junior Rates of Pay - Clause 9

Years of Age	Percentage of Skill Level 2 Skill Level 2 = \$563.60	Minimum Weekly Award Rate \$
16	50%	281.80
16.5	55%	310.00
17	59%	332.50
17.5	64%	360.70
18	69%	388.90
18.5	75%	422.70
19	80%	450.90
19.5	85%	479.05
20	Adult Rate	

Apprentice Rates of Pay - Clause 6

4-year term	Percentage of Skill level 4 Skill Level 4 = \$618.20 %	Minimum Weekly Award Rate \$
1st year	52	321.45
2nd year	62	383.30
3rd year	82	506.90
4th year	92	586.75

Adult Apprentice Rates of Pay - Clause 7

4-year term	Percentage of Skill level 4 Skill Level 4 = \$618.20 %	Minimum Weekly Award Rate \$
1st year	82	506.90
2nd year	87	537.85
3rd year	92	568.75
4th year	100	618.20

Table 2 - Other Rates and Allowances

The allowances in this table shall be payable on or from the first pay period on or after 1 August 2007.

Item No.	Clause No.	Brief Description	Amount \$
1	5.7	Leading Hand allowance - In charge of up to 10 employees	22.35 per week
		In charge of 11 to 20 employees	32.65 per week
		In charge of 21 or more employees	39.60 per week
		High rise Stacker Operator	16.20 per week
2	10.1	Blender/Blending machine attendant	17.10 per week
3	10.2 39.19	Hand Stripping of cards	0.99 per complete set
4	10.3	Called upon to work in dust chamber in a cotton Mill	8.55 extra for that week
5	10.4	Engaged in Dye House/Bleach House	7.10 per week

6	10.4	Employees also engaged in loading/unloading of Kiers or entering vaporloc machines	Further additional 3.70 per week
7	10.5	First-aid Attendant	10.60 per week
8	10.6	Instructors	15.90 per week
9	10.7	Engaged on Shoddy-shaking machines (dirt money)	12.65 per week
10	10.8	Polisher machine operators engaged in cleaning of size troughs - Sewing Threads Section	8.55 per week
11	10.9	In the event where proper facilities are not provided for the protection of employees engaged in loading/unloading soda ash from delivery vehicles by hand	1.20 per hour
12	10.10	Sorting unwashed rags	2.60 per week
13	10.11	Willey hands in waste room	8.55 per week
	10.12	Clean Wool Scouring Pits in an offensive condition	Double ordinary rates
14	10.13	Picking over bales of wool, waste or rags in an offensive condition	1.04 per bale
15	10.14	Operating flax scutchers, tow on breaker and finisher	7.00 per week
16	13.7	Payment of Results systems - Employee who also instructs learners	
		1st week	5.30 per week
		2nd week	4.65 per week
		3rd week	4.10 per week
		continue instructing a learner thereafter	4.10 per week
17	18.2	Meal Allowance	7.40
		For each subsequent meal	5.45
18	20.8	Change of shift without 2 working days' notice	17.50 extra as compensation

3. This variation shall take effect from the first pay period on or after 1 August 2007.

D. S. McKENNA, Commissioner.

Printed by the authority of the Industrial Registrar.

FOOTWEAR MANUFACTURING INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 1040 of 2007)

Before Commissioner McKenna

28 June 2007

VARIATION

1. Delete subclause 8.2, of clause 8, Rates of Pay, of the award published 22 February 2002 (331 I.G. 606), and insert in lieu thereof the following:
- 8.2 The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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 - Wages**

The following rates of pay are payable from the beginning of the first pay period to commence on or after 7 September 2007.

Adult Rates of Pay - Clause 8

Classification Skill Level	Minimum Weekly Award Wage Rate * \$
Trainee	531.40
1	541.10
2	563.60
3	584.50
4	618.20
5#	659.90

* The weekly award wage rate for ordinary hours combines the base rate, supplementary payment and arbitrated safety net adjustments and State Wage Case decisions awarded since May 1991 Review of Wage Fixing Principles.

Wage Band

Junior Rates of Pay - Clause 15

	Percentage of Skill Level 1 Skill Level 1 = \$541.10 %	Minimum Weekly Award Rate \$
Under 16 years of age	44%	238.10
16 years and under 17 years	55%	297.60
17 years and under 18 years	66%	357.15
18 years and under 19 years	77%	416.65
19 years and under 20 years	86%	465.35
20 years and under 21 years	94%	508.65
At 21 years of age	Appropriate Adult Rate	

Apprentice Rates of Pay - 4 Year Term - Clause 12

Experience Four Year Term	% of Skill Level 3 (Skill Level 3 = \$584.50)	Minimum Weekly Award Rate \$
1st year		
1st six months	47%	274.70
2nd six months	55%	321.50
2nd year		
1st six months	60%	350.70
2nd six months	65%	379.95
3rd year		
1st six months	75%	438.40
2nd six months	80%	467.60
4th year		
1st six months	90%	526.05
2nd six months	95%	555.30

Apprentice Rates of Pay - 3 Year Term - Clause 12

Experience Four Year Term	% of Skill Level 3 (Skill Level 3 = \$584.50)	Minimum Weekly Award Rate \$
1st year		
1st six months	60%	350.70
2nd six months	65%	379.95
2nd year		
1st six months	75%	438.40
2nd six months	80%	467.60
3rd year		
1st six months	90%	526.05
2nd six months	95%	555.30

Table 2 - Other Rates and Allowances

The allowances in this table shall be payable from the beginning of the first pay period to commence on or after 7 September 2007.

No.	Clause No.	Brief Description	Amount \$
1	10	Leading Hands - 3 to 10	23.15 per week
2		11 to 20	35.45 per week
3		21 or more	44.55 per week

4	24.4	Meal Allowance	9.00
5	26.6.2	Change of shift without 2 days' notice	17.10
6	43.1	First-aid Attendants -	
		1 - 50 employees	10.50
		51 employees or more	13.20

3. This variation shall take effect from the first full pay period commencing on or before 7 September 2007.

D. S. McKENNA, Commissioner

Printed by the authority of the Industrial Registrar.

(155)

SERIAL C5899

CLERICAL AND ADMINISTRATIVE EMPLOYEES IN TEMPORARY EMPLOYMENT SERVICES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, Industrial Organisation of Employees.

(No. IRC 1195 of 2007)

Before Commissioner Cambridge

30 July 2007

VARIATION

1. Delete Clause 10, Arbitrated Safety Net Adjustment of the award published 10 November 2006 (320 I.G. 56), and insert in lieu the following:

10. Arbitrated Safety Net Adjustment

The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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 the amount of \$758.00 appearing in subclause (i) of Clause 25, Exemptions, and insert in lieu thereof the following amount of \$782.00
 3. Delete Part B Monetary Rates and insert in lieu the following:

PART B

MONETARY RATES

Table 1 - Rates of Pay

The following minimum rates shall take effect from the beginning of the first full pay period to commence on or after 26 August 2007.

- (i) Adult Rates -

Grade	Former Weekly Rate	SWC 2007	Weekly Rate	Part-time Per Hour + Annual Leave 9%	Hourly + 15% + Annual Leave (1/12)
	\$	\$	\$	\$	\$
4	639.90	20	659.90	18.95	21.65
3	598.20	20	618.20	17.75	20.25
2	564.50	20	584.50	16.75	19.15
1	543.60	20	563.60	16.15	18.50

(ii) Junior Rates -

Age	Former Weekly Rate	SWC 2007	Weekly Rate	Part-time Per Hour + Annual Leave 9%	Hourly + 15% + Annual Leave (1/12)
	\$	%	\$	\$	\$
Under 17 years of age	214.70	4%	223.30	6.40	7.30
At 17 years of age	268.80	4%	279.55	8.00	9.15
At 18 years of age	329.45	4%	342.60	9.80	11.25
At 19 years of age	373.55	4%	388.50	11.15	12.75
At 20 years of age	439.60	4%	457.20	13.11	15.00

(iii) Junior Rates - Equivalent to Grade 3 or above

Age	Former Weekly Rate	SWC 2007	Weekly Rate	Part-time Per Hour + Annual Leave 9%	Hourly + 15% + Annual Leave (1/12)
	\$	%	\$	\$	\$
At 17 years of age	286.05	4	297.50	8.55	9.75
At 18 years of age	353.45	4	367.60	10.55	12.05
At 19 years of age	404.00	4	420.15	12.05	13.75
At 20 years of age	476.95	4	496.00	14.20	16.25

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	7(iii)(b)	Shift workers meal allowance - beyond 1 hour	11.65
2	7(iii)(b)	Shift workers meal allowance - beyond 5 hours	11.65
3	12(iii)(a)	Overtime meal allowance - after 6.00 p.m.	11.65
4	12(iii)(b)	Overtime meal allowance - after 10.00 p.m.	11.65
5	20(iv)	Travelling expenses - vehicles 1500cc and under	89.05
6	20(iv)	Travelling expenses - vehicles over 1500cc	110.05
7	20(v)	Use of motor car on casual/incidental basis	0.61
8	30(i)	First-aid allowance	9.70

4. This variation shall take effect from the first full pay period to commence on or after 26 August 2007.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(131)

SERIAL C5900

CLERICAL EMPLOYEES IN RETAIL (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, Industrial Organisation of Employees.

(No. IRC 1194 of 2007)

Before Commissioner Cambridge

30 July 2007

VARIATION

1. Delete Subclause (vi) of Clause 10 Classification Structure and Wages, of the award published 11 August 2000 (317 I.G. 778), and insert in lieu the following:
 - (vi) The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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 subclause (i) of Table 1 Wages and Table 2 - Other Rates and Allowances of Part B Monetary Rates and insert in lieu of the following:

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

The following minimum rates of wages shall take effect from 4 August 2007.

- (i) Adults

Grade	Weekly Rate Pre SWC 2007 \$	SWC2007 \$	Weekly Rate \$
1	543.60	20.00	563.60
2	562.80	20.00	582.80
3	598.20	20.00	618.20

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	4(iii)(b)	Overtime/meal money Excess of 1 hour Excess of 5 hours	10.95 10.95
2	9(iii)	Casual Employees' Loadings for Certain Ordinary Hours (a) For engagements up to and including four hours (any length of engagement for Special and Confection Shops) Adult males and adult females Employees under 21 years of age	6.30 4.15

		(b) For engagements exceeding four hours (general shops only) Adult males and adult females Employees under 21 years of age	12.80 7.05
3	10 (iv)	First-aid attendant	1.65
4	10(v)	Extra language spoken	8.50
5	19	Meal Allowance Meal allowance/Sunday beyond 1 pm Meal allowances/late trading night	10.95 10.95
6	35 (ii)	Vehicle Allowances Bicycle Motorcycle Motor car - up to 2,000cc Motor car - up to 2,000 cc and over	10.65 per week 31.80 per week 110.65 per week 131.90 per week
7	35(ii)	Occasional Use of Own Car for Business up to 2,000cc 2,000 cc and over	0.51 per km 0.55 per km
8	35(iii)	Laundry Allowance Part-time and casual Maximum payment Articles made of nylon or similar material Part-time and casual Maximum payment	9.17 3.09 9.17 5.53 1.81 5.53

3. This variation shall take effect from the first full pay period to commence on or after 4 August 2007.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

GRADUATE-AT-LAW (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, Industrial Organisation of Employees.

(No. IRC 1194 of 2007)

Before Commissioner Cambridge

30 July 2007

VARIATION

1. Delete subclause (ii) of Clause 3, Salary, of the award published 16 June 2000 (316 I.G. 552), and insert in lieu thereof the following:
 - (ii) The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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 Table 1 - Wages, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 - Wages

Classification	Former Amount per annum \$	SWC 2007 Per annum \$	Total Rate per annum \$
Graduate-at-Law	27,408.30	(\$20.00 per week x 52.2 weeks) 1,044	28,452.30

3. This variation shall take effect from the first full pay period to commence on or after 10 August 2007.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(482)

SERIAL C5923

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 3608 of 2006)

Before The Honourable Mr Deputy President Harrison

30 July 2007

VARIATION

1. Delete Table 1B, of Part B, Monetary Rates, of the award published 16 June 2006 (359 I.G. 843), and insert in lieu thereof the following:

TABLE 1B

WAGES - SUPPORT WORKER CLASSIFICATIONS

Classification	7 March 2006	Increase SWC 2006 30 July 2007	New Weekly Rate	Increase SWC 2007 1 September 2007
Support Worker	529.40	\$20.00	\$549.40	\$20.00
Support Worker(Qualified Cook)	543.00	\$20.00	\$563.00	\$20.00

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

TABLE 1C

NEW WAGES - CHILD CARE CLASSIFICATIONS IN LONG DAY CARE

Current Award Level	Step	Rate at 28 Aug 05 SWC 2005	New Level	Step	Rate at 7/3/2006	Rate at 1/9/2006	Rate at 1/3/2007	Increase SWC 2006 \$20.00	Rate at 30/7/2007	Increase SWC 2007 \$20.00	Rate at 1/9/2007	Rate at 1/3/2008
								30/7/07		01/9/07		
CCW	1	524.80	CCW	1	545.79	567.62	590.33	20.00	610.33	20.00	651.28	651.28
CCW	2	529.40	CCW	2	550.58	572.60	595.50	20.00	615.50	20.00	656.65	656.65
CCW	3	533.80	CCW	3	555.15	577.36	600.45	20.00	620.45	20.00	661.77	661.77
CCW	4	538.40	CCW	4	559.94	582.33	605.63	20.00	625.63	20.00	667.12	667.12
Certificate III												
CCW	2	529.40	CCW	5	550.58	572.60	595.50	20.00	615.50	20.00	659.32	673.47
CCW	3	533.80	CCW	5	555.15	577.36	600.45	20.00	620.45	20.00	664.47	673.47
CCW	4	538.40	CCW	5	559.94	582.33	605.63	20.00	625.63	20.00	669.85	673.47
ACCW	1	549.30	ACCW	1	571.27	594.12	617.89	20.00	637.89	20.00	679.82	679.82
ACCW	2	561.30	ACCW	2	583.75	607.10	631.39	20.00	651.39	20.00	693.90	693.90
ACCW	3	572.20	ACCW	3	595.09	618.89	643.65	20.00	663.65	20.00	709.39	716.00
Diploma												
ACCWQ	1	616.50	ACCWQ	1	641.16	666.81	687.94	20.00	707.94	20.00	727.94	727.94
ACCWQ	2	625.60	ACCWQ	2	650.62	676.65	703.71	20.00	723.71	20.00	771.86	802.12
ACCWQ	3	634.80	ACCWQ	3	660.19	686.60	714.06	20.00	734.06	20.00	782.63	840.93
ACCWQ	3	634.80	ACCWQ	4	660.19	686.60	714.06	20.00	734.06	20.00	782.63	882.78
Asst Co-ord												
ACCW	1	549.30	Asst Co-ord		571.27	594.12	617.89	20.00	637.89	20.00	682.60	742.00
ACCW	2	561.30	Asst Co-ord		583.75	607.10	631.39	20.00	651.39	20.00	696.64	742.00
ACCW	3	572.20	Asst Co-ord		595.09	618.89	643.65	20.00	663.65	20.00	709.39	742.00
ACCWQ	1	616.50	Asst Co-ord Qual		641.16	666.81	693.48	713.48	713.48	20.00	761.22	902.40

ACCWQ	2	625.60	Asst Co-ord Qual		650.62	676.65	703.71	723.71	723.71	20.00	771.86	902.40
ACCWQ	3	634.80	Asst Co-ord Qual		660.19	686.60	714.06	734.06	734.06	20.00	782.63	902.40
Co-Ordinator												
Co-Ord Small	1	568.50	Co-ord OOSH	L1	591.24	614.89	639.49	20.00	659.49	20.00	705.06	794.96
Co-Ord Small	2	582.50	Co-ord OOSH	L1	605.80	630.03	655.23	20.00	675.23	20.00	721.44	794.96
Co-Ord Small	3	593.40	Co-ord OOSH	L1	617.14	641.82	667.49	20.00	687.49	20.00	734.19	794.96
Co-Ord Small	1	568.50	Co-Ord LDC	L2	591.24	614.89	639.49	20.00	659.49	20.00	705.06	814.48
Co-Ord Small	2	582.50	Co-Ord LDC	L2	605.80	630.03	655.23	20.00	675.23	20.00	721.44	814.48
Co-Ord Small	3	593.40	Co-Ord LDC	L2	617.14	641.82	667.49	20.00	687.49	20.00	734.19	814.48
Co-Ord Large	1	580.10	Co-Ord LDC	L3	603.30	627.44	652.53	20.00	672.23	20.00	718.63	841.29
Co-Ord Large	2	592.00	Co-Ord LDC	L3	615.68	640.31	665.92	20.00	685.92	20.00	732.56	841.29
Co-Ord Large	3	603.00	Co-Ord LDC	L3	627.12	652.20	678.29	20.00	698.29	20.00	745.42	841.29
Co-Ord Large	1	580.10	Co-Ord LDC	L4	603.30	627.44	652.53	20.00	672.53	20.00	718.63	874.87
Co-Ord Large	2	592.00	Co-Ord LDC	L4	615.68	640.31	665.92	20.00	685.92	20.00	732.56	874.87
Co-Ord Large	3	603.00	Co-Ord LDC	L4	627.12	652.20	678.29	20.00	698.29	20.00	745.42	874.87
Co-Ord Qualified												
Co-Ord Qual Sml	1	643.30	Co-Ord Qual OOSH		669.03	695.79	723.63	20.00	743.63	743.63	763.63	792.57
Co-Ord Qual Sml	2	652.40	Co-Ord Qual OOSH		678.50	705.64	733.86	20.00	753.86	753.86	773.86	803.22
Co-Ord Qual Sml	3	661.60	Co-Ord Qual OOSH		688.06	715.59	744.21	20.00	764.21	764.21	784.21	813.98
Co-Ord Qual Sml	1	643.30	Co-Ord Qual LDC	L2	669.03	695.79	723.63	20.00	743.63	743.63	763.63	792.57
Co-Ord Qual Sml	2	652.40	Co-Ord Qual LDC	L2	678.50	705.64	733.86	20.00	753.86	753.86	773.86	803.22
Co-Ord Qual Sml	3	661.60	Co-Ord Qual LDC	L2	688.06	715.59	744.21	20.00	764.21	20.00	813.98	990.77
Co-Ord Qual Lge	1	662.40	Co-Ord Qual LDC	L3	688.90	716.45	745.11	20.00	765.11	20.00	814.91	1017.58
Co-Ord Qual Lge	2	671.50	Co-Ord Qual LDC	L3	698.36	726.29	755.35	20.00	775.35	20.00	825.56	1017.58
Co-Ord Qual Lge	3	678.70	Co-Ord Qual LDC	L3	705.85	734.08	763.45	20.00	783.45	20.00	833.98	1017.58
Co-Ord Qual Lge	1	662.40	Co-Ord Qual LDC	L4	688.90	716.45	745.11	20.00	765.11	20.00	814.91	1051.16
Co-Ord Qual Lge	2	671.50	Co-Ord Qual LDC	L4	698.36	726.29	755.35	20.00	775.35	20.00	825.56	1051.16
Co-Ord Qual Lge	3	678.70	Co-Ord Qual LDC	L4	705.85	734.08	763.45	20.00	783.45	20.00	833.98	1051.16

3. Delete Table 1D, of Part B, Monetary Rates, and insert in lieu thereof the following:

TABLE 1D**NEW WAGES - CHILD CARE CLASSIFICATIONS IN PRE-SCHOOLS**

Current Award Level	Step	Rate at 28 Aug 05 SWC 2005	New Level	Step	Rate at 7/3/2006	Rate at 1/9/2006	Rate at 1/3/2007	Increase SWC 2006 \$20.00	Rate at 30/7/2007	Increase SWC 2007 \$20.00	Rate at 1/9/2007	Rate at 1/3/2008
CCW	1	524.80	CCW	1	545.79	567.62	587.77	20.00	607.77	20.00	627.77	627.77
CCW	2	529.40	CCW	2	550.58	572.60	592.93	20.00	612.93	20.00	632.93	632.93
CCW	3	533.80	CCW	3	555.15	577.36	597.86	20.00	617.86	20.00	637.86	637.86
CCW	4	538.40	CCW	4	559.94	582.33	603.00	20.00	623.00	20.00	634.00	634.00
Certificate III												
CCW	2	529.40	CCW	5	550.58	572.60	595.50	20.00	615.50	20.00	649.11	649.11
CCW	3	533.80	CCW	5	555.15	577.36	600.45	20.00	620.45	20.00	649.11	649.11
CCW	4	538.40	CCW	5	559.94	582.33	605.63	20.00	625.63	20.00	649.11	649.11
ACCW	1	549.30	ACCW	1	571.27	594.12	615.21	20.00	635.21	20.00	655.21	655.21
ACCW	2	561.30	ACCW	2	583.75	607.10	628.65	20.00	648.65	20.00	668.65	668.65
ACCW	3	572.20	ACCW	3	595.09	618.89	643.65	20.00	663.65	20.00	690.00	690.00
Diploma												
ACCWQ	1	616.50	ACCWQ	1	641.16	661.51	661.51	20.00	681.51	20.00	701.51	701.51
ACCWQ	2	625.60	ACCWQ	2	650.62	676.65	703.71	20.00	723.71	20.00	771.86	771.86
ACCWQ	3	634.80	ACCWQ	3	660.19	686.60	714.06	20.00	734.06	20.00	782.63	810.12
ACCWQ	3	634.80	ACCWQ	4	660.19	686.60	714.06	20.00	734.06	20.00	782.63	850.39
Asst Co-ord												
ACCW	1	549.30	Asst Co-ord		571.27	594.12	617.89	20.00	637.89	20.00	682.60	715.00
ACCW	2	561.30	Asst Co-ord		583.75	607.10	631.39	20.00	651.39	20.00	696.64	715.00
ACCW	3	572.20	Asst Co-ord		595.09	618.89	643.65	20.00	663.65	20.00	709.39	715.00
ACCWQ	1	616.50	Asst Co-ord Qual		641.16	666.81	693.48	713.48	713.48	20.00	761.22	869.23

ACCWQ	2	625.60	Asst Co-ord Qual		650.62	676.65	703.71	723.71	723.71	20.00	771.86	869.23
ACCWQ	3	634.80	Asst Co-ord Qual		660.19	686.60	714.06	734.06	734.06	20.00	782.63	869.23
Co-Ordinator												
Co-Ord Small	1	568.50	Co-ord OOSH	L1	591.24	614.89	639.49	20.00	659.49	20.00	705.06	769.33
Co-Ord Small	2	582.50	Co-ord OOSH	L1	605.80	630.03	655.23	20.00	675.23	20.00	721.44	769.33
Co-Ord Small	3	593.40	Co-ord OOSH	L1	617.14	641.82	667.49	20.00	687.49	20.00	734.19	769.33
Co-Ord Small	1	568.50	Co-Ord Pre-Sch	L2	591.24	614.89	639.49	20.00	659.49	20.00	705.06	788.85
Co-Ord Small	2	582.50	Co-Ord Pre-Sch	L2	605.80	630.03	655.23	20.00	675.23	20.00	721.44	788.85
Co-Ord Small	3	593.40	Co-Ord Pre-Sch	L2	617.14	641.82	667.49	20.00	687.49	20.00	734.19	788.85
Co-Ord Large	1	580.10	Co-Ord Pre-Sch	L3	603.30	627.44	652.53	20.00	672.23	20.00	718.63	815.66
Co-Ord Large	2	592.00	Co-Ord Pre-Sch	L3	615.68	640.31	665.92	20.00	685.92	20.00	732.56	815.66
Co-Ord Large	3	603.00	Co-Ord Pre-Sch	L3	627.12	652.20	678.29	20.00	698.29	20.00	745.42	815.66
Co-Ord Large	1	580.10	Co-Ord Pre-Sch	L4	603.30	627.44	652.53	20.00	672.53	20.00	718.63	849.24
Co-Ord Large	2	592.00	Co-Ord Pre-Sch	L4	615.68	640.31	665.92	20.00	685.92	20.00	732.56	849.24
Co-Ord Large	3	603.00	Co-Ord Pre-Sch	L4	627.12	652.20	678.29	20.00	698.29	20.00	745.42	849.24
Co-Ord Qualified												
Co-Ord Qual Sml	1	643.30	Co-Ord Qual OOSH		669.03	695.79	723.63	20.00	743.63	743.63	792.57	938.86
Co-Ord Qual Sml	2	652.40	Co-Ord Qual OOSH		678.50	705.64	733.86	20.00	753.86	753.86	803.22	938.86
Co-Ord Qual Sml	3	661.60	Co-Ord Qual OOSH		688.06	715.59	744.21	20.00	764.21	764.21	813.98	938.86
Co-Ord Qual Sml	1	643.30	Co-Ord Qual Pre-Sch	L2	669.03	695.79	723.63	20.00	743.63	743.63	792.57	958.38
Co-Ord Qual Sml	2	652.40	Co-Ord Qual Pre-Sch	L2	678.50	705.64	733.86	20.00	753.86	753.86	803.22	958.38
Co-Ord Qual Sml	3	661.60	Co-Ord Qual Pre-Sch	L2	688.06	715.59	744.21	20.00	764.21	20.00	813.98	958.38
Co-Ord Qual Lge	1	662.40	Co-Ord Qual Pre-Sch	L3	688.90	716.45	745.11	20.00	765.11	20.00	814.91	985.19
Co-Ord Qual Lge	2	671.50	Co-Ord Qual Pre-Sch	L3	698.36	726.29	755.35	20.00	775.35	20.00	825.56	985.19
Co-Ord Qual Lge	3	678.70	Co-Ord Qual Pre-Sch	L3	705.85	734.08	763.45	20.00	783.45	20.00	833.98	985.19
Co-Ord Qual Lge	1	662.40	Co-Ord Qual Pre-Sch	L4	688.90	716.45	745.11	20.00	765.11	20.00	814.91	1018.77
Co-Ord Qual Lge	2	671.50	Co-Ord Qual Pre-Sch	L4	698.36	726.29	755.35	20.00	775.35	20.00	825.56	1018.77
Co-Ord Qual Lge	3	678.70	Co-Ord Qual Pre-Sch	L4	705.85	734.08	763.45	20.00	783.45	20.00	833.98	1018.77

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

TABLE 2

**ADDITIONAL RATES AND ALLOWANCES
FROM THE FIRST PAY PERIOD COMMENCING ON OR AFTER 30 JULY 2007**

Item No.	Clause No.	Brief Description	Amount \$	Increase SWC 2006	New Amount 30/7/2007 \$	Increase SWC 2007	New Amount 1/9/2007 \$
1	10 (ii)(a)	Broken Shift	53.15 per week	4%	55.30	4%	57.50
			10.61 per day		11.06		11.50
2	10 (ii)(b)	Excess Fares	7.45 per week	5.9%	7.90	3.4%	8.15
3	10 (iii)	Uniform: Laundry Allowance	4.15 per week	2.8%	4.25	1.3%	4.30
4	10 (iv)	Cooks Uniforms: Laundry Allowance	6.50 per week	2.8%	6.70	1.3%	6.80
5	10 (vi)(a)	Qualification Allowance Commercial Cookery Basic Certificate	5.25 per week	4%	5.45	4%	5.65
6	10 (vi)(b)	Hotel & Restaurant Cookery Certificate	11.15 per week	4%	11.60	4%	12.05
7	12 (iv)	Meal Money	5.95 per meal	3.2%	6.15	3.2%	6.35
8	10 (ix)	Authorised Supervisor					
		Rate at 1/9/2006	Rate at 1/3/2007	Rate at 30/7/2007	Increase SWC 2007 4% 1/9/2007	Rate at 1/9/2007	Rate at 1/3/2008
		\$		\$		\$	\$
	Weekly	16.76	17.43	18.13		19.61	31.10
	Daily	3.35	3.49	\$3.63		3.92	6.22

5. Delete paragraph (c) of subclause (i) of clause 9, Wages, and insert in lieu thereof the following:

- (c) The rates of pay in this award include the adjustments payable under the State Wage Case 2007. 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.

6. This variation shall take effect from the beginning of the first full pay period to commence on or after 30 July 2007

R. W. HARRISON *D.P.*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (DEPARTMENT OF COMMERCE) WAGES STAFF AWARD 2005

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Department of Commerce.

(No. IRC 938 of 2007)

Before Commissioner Cambridge

8 June 2007

VARIATION

1. Delete clause 21, Workplace Representatives of the award published 13 January 2006 (356 I.G. 275) and insert in lieu thereof the following:

21. Workplace Representatives

Employees elected as delegates in the Group or Business Unit in which they are employed shall, upon notification to the Department, be recognised as accredited representatives of the union(s) and they shall be allowed the necessary time during working hours to interview management representatives and the employees whom they represent, on matters affecting the employees whom they represent.

The workplace shall provide delegates with reasonable access to the following facilities for authorised union activities:

- (a) telephone and facsimile facilities;
- (b) a notice board for material authorised by the union or access to staff notice boards for material authorised by the union;
- (c) workplace conference or meeting facilities, where available, for meetings with member(s), as negotiated between local management and the union.

A delegate will be released from the performance of normal departmental duty when required to undertake any of the activities specified below. While undertaking such activities the delegate will be regarded as being on duty and will not be required to apply for leave:

- (a) Attendance at meetings of the workplace's Occupational Health and Safety Committee and participation in all official activities relating to the functions and responsibilities of elected Occupational Health and Safety Committee members at a place of work as provided for in the *Occupational Health and Safety Act, 2000* and the Occupational Health and Safety Regulation 2001.
- (b) Attendance at meetings with workplace management or workplace management representatives;
- (c) A reasonable period of preparation time, before
 - (1) meetings with management;
 - (2) disciplinary or grievance meetings when a union member requires the presence of a delegate; and
 - (3) any other meeting with management,

by agreement with management, where operational requirements allow the taking of such time;

- (d) Giving evidence in court on behalf of the employer;

- (e) Distributing official union publications or other authorised material at the workplace, provided that a minimum of 24 hours notice is given to workplace management, unless otherwise agreed between the parties. Distribution time is to be kept to a minimum and is to be undertaken at a time convenient to the workplace.

(1) SPECIAL LEAVE FOR UNION ACTIVITIES

The granting of special leave with pay will apply to the following activities undertaken by a delegate, as specified below:

- (a) annual or biennial conferences of the union, as and when required;
- (b) meetings of the union 's Executive, Committee of Management or Councils, as and when required;
- (c) annual conference of the Unions NSW and the biennial Congress of the Australian Council of Trade Unions, as and when required;
- (d) attendance at meetings called by the Unions NSW involving the Association which requires attendance of a delegate, as and when required;
- (e) attendance at meetings called by the PEO, as the employer for industrial purposes, as and when required;
- (f) giving evidence before an Industrial Tribunal as a witness for the Association.

(2) TRADE UNION TRAINING COURSES

The following training courses will attract the grant of special leave as specified below:

- (a) accredited Occupational Health and Safety (OH&S) courses and any other accredited OH&S training for OH&S Committee members. The provider(s) of accredited OH&S training courses and the conditions on which special leave for such courses will be granted, shall be negotiated between the Department Head and the union.
- (b) courses organised and conducted by the Trade Union Education Foundation or by the union or a training provider nominated by the union. The granting of special leave in these instances is subject to:
 - (1) the operating requirements of the workplace permitting the grant of leave and the absence not requiring employment of relief staff;
 - (2) payment being at the base rate, ie excluding extraneous payments such as shift allowances/penalty rates, overtime, etc;
 - (3) all travelling and associated expenses being met by the staff member or the union;
 - (4) attendance being confirmed in writing by the union or a nominated training provider.

(3) RESPONSIBILITIES OF THE TRADE UNION DELEGATE

Responsibilities of the delegate are to:

- (a) establish accreditation as a delegate with the union and provide proof of accreditation to the workplace;
- (b) participate in the workplace consultative processes, as appropriate;
- (c) follow the dispute settling procedure applicable in the workplace;

- (d) provide sufficient notice to the immediate supervisor of any proposed absence on authorised union business;
- (e) account for all time spent on authorised union business;
- (f) when special leave is required, to apply for special leave in advance;
- (g) distribute union literature/membership forms, under local arrangements negotiated between the Department Head and the union; and
- (h) use any facilities provided by the workplace properly and reasonably as negotiated at the workplace level.

(4) RESPONSIBILITIES OF THE TRADE UNION

Responsibilities of the union are to:

- (a) provide written advice to the Department Head about a union activity to be undertaken by an accredited delegate and, if requested, to provide written confirmation to the workplace management of the delegate's attendance/participation in the activity;
- (b) meet all travelling, accommodation and any other costs incurred by the accredited delegate;
- (c) provide proof of identity when visiting a workplace in an official capacity, if requested to do so by management;
- (d) assist the workplace management in ensuring that time taken by the union delegate is accounted for and any facilities provided by the employer are used reasonably and properly; and

(5) RESPONSIBILITIES OF WORKPLACE MANAGEMENT

Where time is required for union activities in accordance with this clause the responsibilities of the workplace management are to:

- (a) release the delegate from duty for the duration of the activity, as appropriate, and, where necessary, to allow for sufficient travelling time during the ordinary working hours;
- (b) meet the travel and/or accommodation costs properly and reasonably incurred in respect of meetings called by the workplace management;
- (c) if the time and/or the facilities allowed for union activities are thought to be used unreasonably and/or improperly, to consult with the union before taking any remedial action.

(6) RIGHT OF ENTRY PROVISIONS

The right of entry provisions shall be as prescribed under the *Occupational Health and Safety Act 2000* and the *Industrial Relations Act 1996*.

(7) TRAVELLING AND OTHER COSTS OF TRADE UNION DELEGATES

- (a) All travel, and other costs, incurred by accredited union delegates in the course of union activities, will be paid by the union.
- (b) In respect of meetings called by the workplace management the payment of travel and/or accommodation costs, properly and reasonably incurred, is to be made.
- (c) No overtime, leave in lieu, shift penalties or any other additional costs will be claimable by a staff member from the Department in respect of union activities.

(8) INDUSTRIAL ACTION

- (a) Provisions of the *Industrial Relations Act* 1996 shall apply to the right of union members to take lawful industrial action (Note the obligations of the parties under Clause 16, Dispute Resolution).
- (b) There will be no victimisation of staff members prior to, during or following such industrial action.

(9) DEDUCTION OF TRADE UNION MEMBERSHIP FEES

At the staff member's election, the Department Head shall provide for the staff member's union membership fees to be deducted from the staff member's pay and ensure that such fees are transmitted to the staff member's union at regular intervals.

- 2. Delete Clause 24 - Leave Reserved, and renumber existing clause accordingly.
- 3. This variation shall take effect on and from 8 June 2007.

I. W. CAMBRIDGE, Commissioner

Printed by the authority of the Industrial Registrar.

(499)

SERIAL C5866

CROWN EMPLOYEES (POLICE MEDICAL OFFICERS - CLINICAL FORENSIC MEDICINE) (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Commissioner of Police.

(No. IRC 1122 of 2007)

Before Commissioner Bishop

20 July 2007

VARIATION

1. Delete Table 1 - Salaries of Part B Monetary Rates, of the award published 7 May 2004 (344 I.G. 324), and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Salaries

Classification	First Full Pay Period on or after 1/7/2007 \$
Police (Forensic) Medical Officer, Grade I - 4 years, less than 5 years post-graduate experience 5 years, less than 6 years post-graduate experience	92,995 97,803
Police (Forensic) Medical Officer, Grade 2 - 1st year 2nd year 3rd year and thereafter	107,427 112,233 117,045
Police (Forensic) Medical Officer, Grade 3 - 1st year 2nd year 3rd year and thereafter	126,667 133,077 139,492
Head, Clinical (Forensic) Medicine Section - 1st year 2nd year	149,111 152,319

2. This variation shall take effect from the first full pay period commencing on or after 20 July 2007.

E. A. R. BISHOP, Commissioner

Printed by the authority of the Industrial Registrar.

(1298)

SERIAL C5840

CROWN EMPLOYEES (ROYAL BOTANIC GARDENS, BUILDING AND MECHANICAL TRADES STAFF) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Employment Office.

(No. IRC 548 of 2007)

Before Commissioner Macdonald

25 June 2007

VARIATION

1. Delete in subclause 2.1 of clause 2 Parties, the words "The Department of Environment and Conservation (NSW)", of the award published 12 April 2001 (323 I.G. 960) and insert in lieu thereof the following:

The Department of Environment and Climate Change

2. Delete paragraph 4 of clause 3, Definitions and insert in lieu thereof the following:

"Staff" means and includes all persons permanently or temporarily employed under the provisions of the Act, or by the Department of Environment and Climate Change in respect of areas covered by the *Royal Botanic Gardens and Domain Trust Act 1980* and who, as at the operative date of this Award were occupying one of the positions covered by this Award, or who, after that date, are appointed to or employed in one of such positions.

3. Delete paragraphs 7.3.1 and 7.3.2, of subclause 7.3 of clause 7, General Conditions of Employment and insert in lieu thereof the following:

7.3.1 Chokage Allowance - the allowance as contained in Part B, Table 2 will be calculated to and paid as a weekly allowance to staff required to perform chokages.

7.3.2 Asbestos Allowance - the allowance as contained in Part B, Table 2 will be calculated to and paid as a weekly allowance to staff required to work with asbestos.

The parties agree that staff who are required to work with asbestos will be provided with the appropriate safety equipment.

The parties also agree that staff have the right to refuse to work with asbestos if such work is considered too hazardous.

4. Delete subclause 7.4 of clause 7 and renumber existing subclauses accordingly.
5. Delete Table 2 - Allowances of Part B, Rates and Allowances, and insert in lieu thereof the following:

TABLE 2 - ALLOWANCES

Clause No: and brief description	ALLOWANCE EFFECTIVE FIRST PAY PERIOD ON OR AFTER			
	4 July 2003 Amount \$	1 July 2004 Amount \$	1 July 2005 Amount \$	1 July 2006 Amount \$
7.3.1 Chokage	0.78 per hour	0.82 per hour	0.85 per hour	0.88 per hour
7.3.2 Asbestos	1.71 per hour	1.78 per hour	1.85 per hour	1.92 per hour
7.3.3 Plumbers Licence	1.10 per hour	1.14 per hour	1.19 per hour	1.24 per hour
7.3.4 Plumbers Registration	0.63 per hour	0.66 per hour	0.69 per hour	0.72 per hour

6. This variation shall take effect on and from 1 July 2004.

A. MACDONALD, Commissioner

Printed by the authority of the Industrial Registrar.

(558)

SERIAL C5857

PUBLIC HEALTH SYSTEM NURSES' & MIDWIVES' (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Nurses' Association, Industrial Organisation of Employees.

(No. IRC 1053 of 2007)

Before Commissioner McLeay

4 July 2007

VARIATION

1. Delete the definition "Deferred Salary Leave Year" in clause 3, Definitions of the award published 24 February 2006 (357 I.G. 345) and insert in lieu thereof the following:

"Deferred Salary Leave Year" means the fifth year of the career break scheme where the employee is absent from work and receives the deferred salary from the previous four years through participation in the Career Break Scheme. This year cannot be compressed into a period of less than twelve months.

2. Delete paragraph (e) of subclause (ii) of clause 12, Special Allowances and insert in lieu thereof the following:

(e) This subclause shall not apply to Nurse Managers classified at Grade 4 or above provided that the allowances prescribed in subclauses (a) and (b) of this subclause shall be paid to Nurse Managers classified at Grade 4, Grade 5 and Grade 6 when required to remain on call for the purpose of the performance of clinical duties.

3. Delete clause 56, Career Break Scheme, and insert in lieu thereof the following:

56. Career Break Scheme

- (i) The career break scheme allows employees to defer twenty percent of their salary for four years, and be paid this deferred salary in the fifth year.
- (ii) Employees who apply and are approved to participate in the career break scheme will receive 100% of their normal salary for the first four years with a deduction equivalent to 20% of net salary (gross less tax). The 20% of net salary is deposited into a trust account in the employee's name each pay period for payment in the fifth year (the deferred salary leave year) and subject to applicable taxation as required by law.
- (iii) All full time and permanent part time employees are eligible to participate in the career break scheme. Casual and temporary employees are excluded from participation in career break scheme. If a permanent employee is placed into another position by way of temporary engagement or secondment during the four years when salary is being deferred, this will not of itself affect their continued participation in the career break scheme.
- (iv) Each public health organisation will call for expressions of interest from employees seeking to participate in the career break scheme once each calendar year. The timing of the invitation of applications is to be determined by the public health organisation but in any event will not be later than 30th June 2007 for the initial commencement year.
- (v) Each public health organisation will determine the number of employees that may participate in the career break scheme having regard to service delivery and staffing levels and reserves the right to approve or not approve requests after considering workforce needs. This will be done in consultation

with employees. The public health organisation will not unreasonably refuse any application by an employee to participate in the career break scheme.

- (vi) For members of the State Superannuation Scheme (SSS) the public health organisation will maintain the participant's employer contributions for the full five year period at the rate applicable to a person earning full salary for each of the five years. Any required personal superannuation contributions of participants are payable at the rate applicable to 100% of salary for each of the five years.
- (vii) For members of the State Authorities Superannuation Scheme (SASS) the public health organisation will maintain the participant's employer contributions for the full five year period at the rate applicable to a person earning full salary for each of the five years. Any required personal superannuation contributions of participants are payable at the rate applicable to their full salary for each of the five years.
- (viii) For members of other complying funds (eg First State Superannuation, HESTA, HIP) the public health organisation will cease making employer contributions during the deferred salary leave year. The superable salary is deemed to be 100% of the participant's normal salary (both deferred and the remaining 80% paid) for each of the first four years, and superannuation employer contributions are calculated on this basis. In the deferred salary leave year no employer contributions to superannuation are payable for members of these funds.
- (ix) Employees will continue to pay all personal employee superannuation contributions whilst participating in the career break scheme. The amount of such employee contributions is determined by the superannuation scheme/fund to which the employee is contributing and personal contributions during the deferred salary leave year are payable at the rate applicable to the employee's full salary.
- (x) In the deferred salary leave year, salary packaging and payroll deductions will not be available.
- (xi) The five years of the career break scheme will count as service for the accrual of long service leave, sick leave, annual leave, salary increments and other statutory entitlements. Any leave without pay taken by an employee whilst participating in the career break scheme will not count for the purpose of accrual of any leave. For the purpose of determining the leave accrued in the fifth year of the career break scheme (i.e. the deferred salary leave year) for permanent part-time employees, the average of all hours worked (excluding overtime) in the first four years of the career break scheme and including paid leave taken will be used for the basis of making this calculation.
- (xii) If any leave without pay is taken by an employee during the first four years of the career break scheme, the commencement of the deferred salary leave year will be postponed by the time the employee was absent from duty i.e. by the number of days leave without pay taken by the employee.
- (xiii) Employees are entitled to take paid leave during the first four years of the career break scheme, subject to normal approval processes at the public health organisation. Whilst on any paid leave the employee will be paid in accordance with subclause (ii) of this clause.
- (xiv) Employees are not entitled to take any form of leave during the deferred salary leave year, with the exception of Maternity and Adoption leave.

In respect to Maternity or Adoption leave, if the deferred salary year has not yet commenced, the employee may elect to postpone the deferred salary leave year until after the completion of such leave (up to 52 weeks). If the employee elects not to postpone the deferred salary leave year, they are entitled to a lump sum payment of their normal salary for the period of paid maternity/adoption leave. The paid maternity/adoption leave does not extend the deferred salary leave year.

- (xv) There will be no access to the deferred salary until the fifth year unless the employee chooses to withdraw from the career break scheme.
- (xvi) An employee may elect to withdraw from the career break scheme at any time by giving reasonable notice to the employer, and will be paid all monies in the trust account.

- (xvii) It is the responsibility of the employee participating in the career break scheme to declare the interest earned on the deferred salary to the Taxation Office. Normal government statutory charges attributed to an individual's deferred salary account will be paid by the employee.
 - (xviii) Subject to approval by the public health organisation an employee may undertake outside employment in the deferred salary leave year. During the deferred salary leave year, employees are not permitted to undertake work in the NSW Health Service in positions covered by the Award. However, this does not prevent work in the NSW Health Service in another position not covered by the Award.
 - (xix) Upon return to work after the deferred salary leave year an employee will resume employment in their substantive public health system entity position at the conclusion of their participation in the career break scheme, being the anniversary date of commencing the deferred salary leave year.
 - (xx) Employees are advised to seek independent financial advice about participating in the career break scheme and the effect on superannuation. Comprehensive details regarding the operation of the career break will be recorded in a written agreement between the employee and the employer, to be signed prior to the commencement of the five year period.
 - (xxi) A review of the operation of this clause will occur by 30th June 2008 or a later date if agreed between the parties. That review will be undertaken by the Department of Health and the Nurses' Association and will consider any recommendations to vary the Scheme.
4. This variation shall take effect from the beginning of the first pay period to commence on or after 4 July 2007.

J. McLEAY, Commissioner

Printed by the authority of the Industrial Registrar.

FURNITURE AND FURNISHING TRADES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

FAMILY PROVISIONS CASE - 19 DECEMBER 2005.

(No. IRC 4201 of 2005)

VARIATION

1. Insert into clause 33, Bereavement Leave, of the award published 22 December 2000 (321 I.G. 211), the following new item 33.6:

33.6 Bereavement entitlements for casual employees

- (i) Subject to the evidentiary and notice requirements in 33.2 casual employees are entitled to not be available to attend work, or to leave work upon the death in Australia of a person prescribed in subclause 32.5.2(c)(ii) of clause 32, Sick Leave.
- (ii) The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
- (iii) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not engage a casual employee are otherwise not affected.

2. Delete 32.5.2(a) of clause 32, Sick Leave, and insert in lieu thereof the following:

32.5.22(a) An employee, other than a casual employee, with responsibilities in relation to a class of person set out in 32.5.2(c)(ii) who needs the employee's care and support, shall be entitled to use, in accordance with this subclause, any current or accrued sick leave entitlement, provided for at clause 32, Sick Leave of the award, for absences to provide care and support for such persons when they are ill, or who require care due to an unexpected emergency. Such leave may be taken for part of a single day.

3. Delete 32.5.2(b) of clause 32, Sick Leave, and insert in lieu thereof the following:

32.5.2(b) The employee shall, if required,

- (1) establish either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person, or
- (2) establish by production of documentation acceptable to the employer or a statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the employee.

In normal circumstances, an employee must not take carer's leave under this subclause where another person had taken leave to care for the same person.

4. Insert the following notation at the end of 32.5.2(d) of clause 32, Sick Leave:

Note: In the unlikely event that more than 10 days sick leave in any year is to be used for caring purposes the employer and employee shall discuss appropriate arrangements which, as far as practicable, take account of the employer's and employee's requirements.

Where the parties are unable to reach agreement the disputes procedure at clause 12, Procedures for the Avoidance and Settlement of Industrial Disputes, should be followed.

5. Delete 32.5.3 of clause 32, Sick Leave, and insert in lieu thereof the following:

32.5.3 Unpaid Leave For Family Purpose

An employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care and support to a class of person set out in 32.5.2(c)(ii) above who is ill or who requires care due to an unexpected emergency.

6. Insert the following new item 32.5.4, as follows:

32.5.4 Annual Leave

- (a) An employee may elect, with the consent of the employer to take annual leave not exceeding ten days in single-day periods, or part thereof, in any calendar year at a time or times agreed by the parties.
- (b) Access to annual leave, as prescribed in paragraph (a) of this subclause, shall be exclusive of any shutdown period provided for elsewhere under this award.
- (c) An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least five consecutive annual leave days are taken.
- (d) An employee may elect with the employers agreement to take annual leave at any time within a period of 24 months from the date at which it falls due.

7. Insert the following new item 32.6 into clause 32, Sick Leave, as follows:

32.6 Personal Carers Entitlement for casual employees -

- (1) Subject to the evidentiary and notice requirements in 32.5.2(b) and 32.5.2(d) casual employees are entitled to not be available to attend work, or to leave work if they need to care for a person prescribed in subclause 32.5.2(c)(ii) of this clause who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child.
- (2) The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
- (3) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

8. Delete clause 34, Parental Leave, and insert in lieu thereof the following:

34. Parental Leave

- (1) Refer to the *Industrial Relations Act 1996* (NSW). The following provisions shall also apply in addition to those set out in the *Industrial Relations Act 1996* (NSW).
- (2) An employer must not fail to re-engage a regular casual employee (see section 53(2) of the Act) because:
 - (a) the employee or employee's spouse is pregnant; or

- (b) the employee is or has been immediately absent on parental leave.

The rights of an employer in relation to engagement and re-engagement of casual employees are not affected, other than in accordance with this clause.

(3) Right to request

- (a) An employee entitled to parental leave may request the employer to allow the employee:

- (i) to extend the period of simultaneous unpaid parental leave use up to a maximum of eight weeks;
- (ii) to extend the period of unpaid parental leave for a further continuous period of leave not exceeding 12 months;
- (iii) to return from a period of parental leave on a part-time basis until the child reaches school age;

to assist the employee in reconciling work and parental responsibilities.

- (b) The employer shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.

- (c) Employee's request and the employer's decision to be in writing

The employee's request and the employer's decision made under 3(a)(ii) and 3(a)(iii) must be recorded in writing.

- (d) Request to return to work part-time

Where an employee wishes to make a request under 3(a)(iii), such a request must be made as soon as possible but no less than seven weeks prior to the date upon which the employee is due to return to work from parental leave.

(4) Communication during parental leave

- (a) Where an employee is on parental leave and a definite decision has been made to introduce significant change at the workplace, the employer shall take reasonable steps to:

- (i) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave; and
- (ii) provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position the employee held before commencing parental leave.

- (b) The employee shall take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of parental leave to be taken, whether the employee intends to return to work and whether the employee intends to request to return to work on a part-time basis.

- (c) The employee shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with paragraph (a).

9. This order shall take effect on and from 19 December 2005.

NOTE: This variation is made pursuant to section 50 of the *Industrial Relations Act* 1996, to give effect to the orders made by the Industrial Relations Commission of New South Wales (Full Commission: Wright J, President, Sams DP, Staff J and Ritchie C) on 19 December 2005, published 27 January 2006 (353 I.G. 731).

G. M. GRIMSON Industrial Registrar.

Printed by the authority of the Industrial Registrar.

(525)

SERIAL C5837

PHOTOGRAPHIC INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Liquor, Hospitality and Miscellaneous Union, New South Wales Branch, Industrial Organisation of Employees.

(No. IRC 983 of 2007)

Before Commissioner Ritchie

9 July 2007

VARIATION

1. Delete subclause (i), of clause 4, Wages, of the award published 25 January 2001 (321 I.G. 1060) and insert in lieu thereof the following:

- (i) The minimum rates of pay for weekly employees in the classifications prescribed in this Award shall be set out in Table 1 - Wages, of Part B, Monetary Rates. The rates for allowances shall be as set out in Tables 2 - Allowances.

Junior Employees - The minimum rate of pay for junior employees, wherever employed, shall be calculated by reference to the percentages of the total rates provided for adult employees as set out in the said Table 1.

The rates of pay in this award include the adjustments payable under the State Wage Case of June 2007. 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 \$	SWC 2007 \$	Rate Per week \$
Section A - Portrait, Advertising and Commercial Studios			
Photographer	560.60	20.00	580.60
Retoucher	550.30	20.00	570.30
Artist	550.30	20.00	570.30
Photographer's Assistant	542.80	20.00	562.80
Collector	542.80	20.00	562.80
Clerk/Receptionist	537.90	20.00	557.90
Employees not elsewhere classified -			
First three months	521.40	20.00	541.40
Thereafter	537.90	20.00	557.90

Section B - Developing, Printing and Finishing Establishments (other than mini-labs):			
Group 1 - Colour Filter Determinator Custom Colour Enlargement Printer Colour Printer Controller Microfilm Service Operator	584.70	20.00	604.70
Group 2 - Rack and Tank Colour Film Processor Colour Enlargement Printer Colour Quality Corrector Kit Mixing Operator Colour Printer Operator Microfilm Continuous Processing Operator	569.50	20.00	589.50
Group 3 - Rack and Tank Black and White Film Processor Black and White Enlargement Printer Black and White Printer Operator X-ray, Sheet Film and Sensitised Paper Finisher	552.90	20.00	572.90
Group 4 - Microfilm Operator Clerk/Receptionist	537.90	20.00	557.90
Group 5 - Employees not elsewhere classified - First three months	521.40	20.00	541.40
Thereafter	537.90	20.00	557.90
Section C - Mini-labs:			
Amateur Photo Finisher - Printing Machine Operator	546.70	20.00	566.70
Employees not elsewhere classified: First three months	521.40	20.00	541.40
Thereafter	537.90	20.00	557.90
Section D - Junior Rates:			
Percentage of Adult Rate of Pay			
At 16 years of age	50	First three months (521.40)	
At 17 years of age	60	Thereafter (557.90)	
At 18 years of age	70		
At 19 years of age	80		
At 20 years of age	90		

Table 2 - Allowances

Item No	Clause No	Brief Description	Amount \$
1	5(i)	Leading hand allowance	25.00
2	5(ii)	TAFE Photography Certificate	14.10
3	5(iv)	Excess fares allowance	11.90 per week 2.38 per day
4	5(v)	Meal money - 1st meal	12.05
5	5(v)	Meal money - 2nd and subsequent meals	12.05
6	5(vi)	Locomotion allowance - Standing charge - vehicles up to 2 litres (2,000cc)	222.20

7	5(vi)	Locomotion allowance - Running charge - vehicles up to 2 litres (2,000cc)	0.29
8	5(vi)	Locomotion allowance - Standing charge - vehicles over 2 litres (2,000cc)	263.60
9	5(vi)	Locomotion allowance - Running charge - vehicles over 2 litres (2,000cc)	0.34
10	5(vi)	Kilometre allowance - vehicles up to 2 litres (2,000cc)	0.48
11	5(vi)	Kilometre allowance - vehicle over 2 litres (2,000cc)	0.58
12	5(vii)	First-aid allowance	13.55

3. This variation shall take effect from the beginning of the first pay period to commence on or after 30 November 2007.

D.W. RITCHIE, Commissioner

Printed by the authority of the Industrial Registrar.

LOCAL GOVERNMENT (STATE) AWARD 2004

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5281 published 23 February 2007

(362 I.G. 105)

(No. IRC 3654 of 2006)

CORRECTION

1. Delete in instruction 2 subclause "(iii)" and substitute the following:
2. Delete subclause (ii) of clause 39, Leave Reserved and insert in lieu there of the following:

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

**GENERAL CONSTRUCTION AND MAINTENANCE, CIVIL AND
MECHANICAL ENGINEERING, &c. (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5528 published 27 July 2007

(363 I.G. 105)

(No. IRC 4201 of 2005)

CORRECTION

1. Delete instruction 8, and substitute the following:
8. Insert the following new item 19(7) into clause 19, Personal/Carer's Leave, as follows:
 - (7) Personal Carers Entitlement for casual employees -
 - (1) Subject to the evidentiary and notice requirements in 19(1)(b) and 19(1)(d) casual employees are entitled to not be available to attend work, or to leave work if they need to care for a person prescribed in subclause 19(1)(c)(ii) of this clause who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child.
 - (2) The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
 - (3) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

FUNERAL INDUSTRIES (STATE) AWARD 2005

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5523 published 27 July 2007

(363 I.G. 153)

(No. IRC 4201 of 2005)

CORRECTION

1. Delete instruction 8, and substitute the following:
8. Insert the following new item 24(7) into clause 24, Personal/Carer's Leave, as follows:
 - (7) Personal Carers Entitlement for casual employees -
 - (1) Subject to the evidentiary and notice requirements in 24(1)(b) and 24(1)(d) casual employees are entitled to not be available to attend work, or to leave work if they need to care for a person prescribed in subclause 24(1)(c)(ii) of this clause who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child.
 - (2) The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
 - (3) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

**ENTERTAINMENT AND BROADCASTING INDUSTRY - FILM AND
VIDEO PRODUCTION (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5514 published 27 July 2007

(363 I.G. 125)

(No. IRC 2401 of 2005)

CORRECTION

1. Delete instructions 2 and 3, and substitute the following:
2. Delete 32(a)(i) of clause 32, Personal / Carer's Leave, and insert in lieu thereof the following:
 - (i) An employee, other than a casual employee, with responsibilities in relation to a class of person set out in 32(a)(iii)(2) who needs the employee's care and support, shall be entitled to use, in accordance with this subclause, any current or accrued sick leave entitlement, provided for at clause 29, Sick Leave of the award, for absences to provide care and support for such persons when they are ill, or who require care due to an unexpected emergency. Such leave may be taken for part of a single day.
3. Delete 32(a)(ii) of clause 32, Personal / Carer's Leave, and insert in lieu thereof the following:
 - (ii) The employee shall, if required,
 - (1) establish either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person, or
 - (2) establish by production of documentation acceptable to the employer or a statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the employee.

In normal circumstances, an employee must not take carer's leave under this subclause where another person had taken leave to care for the same person.

G. M. GRIMSON *Industrial Registrar.*

OCCUPATIONAL HEALTH NURSES' (STATE) AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5601 published 6 July 2007

(362 I.G. 1317)

(No. IRC 4201 of 2005)

CORRECTION

1. Delete instruction 8, and substitute the following:
8. Insert the following new item 19(vii) into clause 19, Personal/Carer's Leave, as follows:
 - (vii) Personal Carers Entitlement for casual employees -
 - (1) Subject to the evidentiary and notice requirements in 19(i)(b) and 19(i)(vi) casual employees are entitled to not be available to attend work, or to leave work if they need to care for a person prescribed in subclause 19(i)(c)(2) of this clause who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child.
 - (2) The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
 - (3) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

PET FOOD MANUFACTURERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5625 published 6 July 2007

(362 I.G. 1325)

(No. IRC 4201 of 2005)

CORRECTION

1. Delete instruction 7, and substitute the following:
7. Insert the following new item 15(3)(d) into clause 15, Personal / Carer's Leave, as follows:
 - (d) An employee may elect with the employers agreement to take annual leave at any time within a period of 24 months from the date at which it falls due.

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

PYROTECHNICS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C5645 published 6 July 2007

(362 I.G. 1357)

(No. IRC 4201 of 2005)

CORRECTION

1. Delete instruction 8, and substitute the following:
8. Insert the following new item 19(7) into clause 19, Personal / Carer's Leave, as follows:
 - (7) Personal Carers Entitlement for casual employees -
 - (1) Subject to the evidentiary and notice requirements in 19(1)(b) and 19(1)(d) casual employees are entitled to not be available to attend work, or to leave work if they need to care for a person prescribed in subclause 19(1)(c)(ii) of this clause who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child.
 - (2) The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
 - (3) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

SERIAL C5696**CLOTHING TRADES (STATE) INDUSTRIAL COMMITTEE**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 566 of 2007)

Before Mr Deputy President Sams

6 June 2007

ORDER

The Commission orders that -

1. There be established a new Clothing Trades (State) Industrial Committee for the Industries and Callings of -

All persons engaged in -

- (a) making and/or repairing and/or altering the whole or any part of any male or female garment or of any article of wearing apparel whatsoever, made from material of any description, including all articles of neckwear and excluding only boots, shoes, slippers, gloves and headwear, except as provided in (b);
- (b) making and/or trimming and/or blocking and/or repairing and/or altering and/or remodelling all articles of women's and girl's headwear, excepting male employees engaged in blocking by hand or machines;
- (c) making and/or repairing and/or altering any description of umbrella other than canvas umbrellas;
- (d) making and/or repairing and/or altering any description of handkerchiefs, serviettes, pillowslips, pillowshams, sheets, tablecloths, towel, quilts, aprons, mosquito nets, bad valances, or bed curtains;
- (e) embroidering or otherwise ornamenting any of the abovementioned articles, including the making and/or manufacturing or such ornamentations as are made of textiles, felts or similar fabrics;
- (f) in or in connection with the manufacture of artificial flowers;
- (g) making and/or altering and/or remodelling and/or repairing of all types of garments or articles, other than toys, made in the establishment of a furrier;
- (h) the making of chenille and the making and/or repairing and/or altering of articles of all descriptions as are made of chenille;

in the State of New South Wales, excluding the County of Yancowinna;

excepting employees employed in the making and/or repairing of furnishing drapery and/or quilts in a furniture or furnishing drapery factory or establishment, including retail store or warehouse;

and excepting employees within the jurisdiction of the Rubber Workers (State), the Plastic Moulding (State) and the Textile Workers (State) Industrial Committee.

2. The said Committee shall consist of two representatives of employers and two representatives of employees with the final position being such other person as the Industrial Registrar or the Deputy Industrial Registrar may nominate as Chairman of the Industrial Committee.
3. The representatives of employers shall be appointed, upon nomination, as prescribed by Australian Business Industrial and the Australian Retailers Association New South Wales Division.
4. The representatives of employees shall be appointed, upon nomination, as prescribed by the Transport Workers Union of New South Wales.
5. This order shall take effect on and from 6 June 2007 and shall remain in force for a period of three years thereafter.

P. J. SAMS *D.P.*

Printed by the authority of the Industrial Registrar.