

Vol. 354, Part 4

11 November 2005

Pages 771 - 863



NEW SOUTH WALES
INDUSTRIAL GAZETTE

Printed by the authority of the
Industrial Registrar
50 Phillip Street, Sydney, N.S.W.

ISSN 0028-677X

CONTENTS

Vol. 354, Part 4

11 November 2005

Pages 771 - 863

	Page
Awards and Determinations -	
Awards Made or Varied -	
Advertising Sales Representatives (State)	(VSW) 771
Animal Welfare, General (State)	(VSW) 797
Australian Red Cross Blood Service Employees (State)	(ERR) 858
Biscuit and Cake Makers (State)	(VSW) 814
Chubb Security Services Cash Processing and Clerical and Administrative Employees	(VSW) 781
Clerical and Administrative Employees (John Fairfax Publications) Award 2000	(VSW) 778
Clerical Employees in Retail (State)	(VSW) 810
Coachmakers, &c., Rail (State)	(VSW) 774
Coachmakers, &c., Road and Perambulator Manufacturers (State)	(VSW) 845
Commercial Travellers, &c. (State)	(VSW) 783
Confectioners (State)	(VSW) 793
Connex Sydney Pty Ltd Trading As Metro Monorail (State) Enterprise Award 2003	(VSW) 789
Crown Employees (Public Service Training Wage) Award 2002	(VSW) 838
Draughting Employees, Planners, Technical Employees, &c. (State)	(VSW) 824
Food Preservers (State)	(VSW) 795
Graduate-at-Law (State)	(VSW) 807
Grocery Products Manufacturing (State)	(VSW) 820
Ice Cream Makers (State)	(VSW) 791
	(ERR) 856
	(ERR) 857
Jewellers and Watchmakers, &c. (State)	(VSW) 842
Mannequins and Models (State)	(VSW) 827
MM Kembla Products (Clerical and Administrative Employees) Enterprise	(VSW) 808
Nursing Homes, &c., Nurses' (State)	(VIRC) 854
Paint and Varnish Makers, &c. (State)	(VSW) 772
Pet Food Manufacturers (State)	(VSW) 816
Restaurant, &c., Employees' Retail Shops (State) Award	(VSW) 832
Retail Industry (State) Training Wage	(VSW) 835
Richmond Fellowship of New South Wales (State) Award 1999, The	(VSW) 776
Roofing Tile Makers (State)	(VSW) 801
Rubber Workers (State)	(VSW) 818
Ski Industry (State)	(VSW) 787
Ski Instructors (State)	(VSW) 785
Staedtler (Pacific) Pty Ltd Award 1999	(VSW) 799
Storemen and Packers, Wholesale Drug Stores (State)	(VSW) 812
Sydney Light Rail (State) Award 1997	(VSW) 805
Sydney Olympic Park Visitors Services (State) Award 2002	(VIRC) 853
Transport Industry - Mixed Enterprises Interim (State)	(VSW) 829
Vehicle Industry - Repair Services and Retail (State)	(VSW) 849
Warehouse Employees' - General (State)	(VSW) 803

Obsolete Awards -

Armaguard NSW (Clerical and Administrative) Enterprise Award, 2002-2004	859
Enterprise Agreements Approved by the Industrial Relations Commission	860

(749)

SERIAL C4113**ADVERTISING SALES REPRESENTATIVES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4927 of 2005)

The Honourable Justice Kavanagh

5 October 2005

VARIATION

1. Delete subclause (b) of clause 6, Arbitrated Safety Net Adjustments, of the award published 11 May 2001 (324 I.G. 738), and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments; and/or
 - (ii) award wage increases since 29 May 1991, other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Table 1 - Rates of Pay, of Part B, Monetary Rates, and insert in lieu thereof the following:

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

Classification	Former Award Rate (Per Week) 26 October 2004 \$	Minimum Award Wage Rate Per Week 26 October 2005 \$
Representative	538.20	555.20
Probationary Representative	503.20	520.20
At 17 years of age	261.90	269.80
At 18 years of age	313.90	323.30
At 19 years of age	366.10	377.10
At 20 years of age	418.60	431.20

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

T. M. KAVANAGH J.

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(515)

SERIAL C4009**PAINT AND VARNISH MAKERS, &c. (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Liquor, Hospitality and Miscellaneous Workers Union, New South Wales Branch, industrial organisation of employees.

(No. IRC 4466 of 2005)

Before Commissioner Tabbaa

5 September 2005

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 2005. These adjustments may be offset against:

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

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

Classification Grade	Former Rate of Pay Per Week \$	SWC - 2005 \$	Total Rate Per Week \$
1	517.20	17.00	534.20
2	529.20	17.00	546.20
3	540.70	17.00	557.70
4	561.60	17.00	578.60
5	589.30	17.00	606.30

Table 2 - Wage Rates - Laboratory Employees

Classification Grade	Former Rate of Pay Per Week \$	SWC - 2005 \$	Total Rate Per Week \$
1	517.20	17.00	534.20
1A	529.20	17.00	546.20
2A	540.70	17.00	557.70
2B	602.90	17.00	619.90
2C	621.80	17.00	638.80
3	642.60	17.00	659.60

4	663.50	17.00	680.50
5	705.20	17.00	722.20
6	746.90	17.00	763.90
7	767.80	17.00	784.80

Table 3 - Allowances

Item No.	Clause No.	Brief Description	Amount (\$)
1	5(i)(a)	Leading Hand: 1-10 employees	28.29
2	5(i)(b)	Leading Hand: 11 or more employees	40.14
3	5(ii)	Storeperson Working Singly	15.14
4	8(ii)	First Aid Allowance	14.49
5	17	Meal Allowance	11.76
6	39(i)	Excess fares - transfer	0.60 per km
7	39(ii)	Excess fares normal work site	0.60 per km

3. This variation shall take effect from the beginning of the first pay period to commence on or after 5 September 2005.

I. TABBAA, Commissioner.

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(142)

SERIAL C3983**COACHMAKERS, &c., RAIL (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4404 of 2005)

Before Commissioner Tabbaa

30 August 2005

VARIATION

1. Delete subclause (g), of clause 5, Supplementary Payments, of the award published 25 January 2001 (321 IG. 1110), and insert in lieu thereof the following:

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

(A) any equivalent overaward payments, and/or

(B) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete subclause (a), of Adult Wages, of Table 1 - Wages, of Part B, Monetary Rates, and insert in lieu thereof the following:

(a) Adult Wages -

Wage Group Level	Total Award Wage \$
V1	502.50
V2	520.90
V3	543.40
V4	564.30
V5	579.30
V6	580.00
V7	580.80
V8	580.70
V9	604.40
V10	623.20

3. Delete Table 2 - Other Rates and Allowances, and insert in lieu thereof the following:

Table 2 - Other Rates and Allowances

Item No	Clause No	Brief Description	Amount \$
1	4(a)(i)	Leading hand allowance - Not less than 3 and not more than 10 employees	24.65 per week
	4(a)(ii)	Leading hand allowance - More than 10 but not more than 20 employees	37.00 per week
	4(a)(iii)	Leading hand allowance - more than 20 employees	46.45 per week
2	17	Meal Money	9.24 per meal
3	18(a)(i)	Confined Places Allowance	0.53 per hour
4	18(a)(ii)	Thermo welding of Vinyl Linoleum	0.39per hour

5	18(b)(i)	Dirty Work Allowance	0.40 per hour
6	18(b)(ii)	Dirty Work Allowance - Minimum Payment	1.59 per day
7	18(c)	Height Money Allowance	0.31 per hour
8	18(d)(i)(1)	Hot Place between 46 and 54° Celsius	0.40 per hour
9	18(d)(i)(2)	Hot Place exceeding 54° Celsius	0.70 per hour
10	18(e)	Glass or Slag Wool Allowance	0.54 per hour
11	18(f)(i)	Fibreglass Work	0.29 per hour
12	18(f)(ii)(1)	Fibreglass Work - Minimum Payment second half of day or shift	1.05 per day
13	18(f)(ii)(2)	Fibreglass Work - Minimum Payment first half of day or shift	2.07 per day
14	18(g)	Livestock Transport - working on	0.40 per hour
15	18(h)(i)	First-aid Qualifications	11.48 per week
16	18(i)	Airline Hood/Respirator Allowance	0.53 per hour
17	18(j)	Fire Squad Allowance	11.52 per week
18	18(k)	Building Maintenance Allowance	0.57 per hour
19	20(i)	Carriage Builders' Tool Allowance	16.18 per week
20	20(ii)	Tradesperson's Tool Allowance	11.42 per week

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

I. TABBAA, Commissioner.

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(1166)

SERIAL C4036

THE RICHMOND FELLOWSHIP OF NEW SOUTH WALES (STATE) AWARD 1999

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union, industrial organisation of employees.

(No. IRC 3781 of 2005)

Before Commissioner Bishop

4 August 2005

VARIATION

1. Delete clause 7A, State Wage Case Adjustments, of the Award published 14 April 2000 (314 I.G. 1055), as varied, and insert in lieu thereof the following:

7A. State Wage Case Adjustments

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

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

PART B

MONETARY RATES

(annual amounts may be calculated by multiplying the weekly rate by 52.17857)

Classification	Current Rate \$/week	SWC 2005 Adjustment \$/week	Wage Rate as from 14.8.2005 \$/week
Team Leader/House Co-ordinator	967.10	17.00	984.10
Residential Support Worker			
Year 1	603.30	17.00	620.30
Year 2	612.60	17.00	629.60
Year 3	626.60	17.00	643.60
Year 4	637.80	17.00	654.80
Year 5	648.40	17.00	665.40
Year 6	666.20	17.00	683.20
Year 7	687.30	17.00	704.30
Year 8	723.10	17.00	740.10
Year 9	753.40	17.00	770.40
Year 10	776.20	17.00	793.20
Residential Care Worker			
Year 1	648.40	17.00	665.40
Year 2	666.20	17.00	683.20
Year 3	687.30	17.00	704.30
Year 4	723.10	17.00	740.10
Year 5	753.40	17.00	770.40

Year 6	776.20	17.00	793.20
Year 7	823.40	17.00	840.40
Year 8	882.80	17.00	899.80
Year 9	898.40	17.00	915.40
Year 10	931.70	17.00	948.70
Administrative Assistant			
Grade 1			
1st year	527.60	17.00	544.60
2nd year	547.20	17.00	564.20
3rd year	568.00	17.00	585.00
4th year	580.50	17.00	597.50
5th year and thereafter	593.10	17.00	610.10
Grade 2			
1st year	720.10	17.00	737.10
2nd year	735.90	17.00	752.90
3rd year	757.80	17.00	774.80
4th year	774.90	17.00	791.90
Handyman	561.30	17.00	578.30

3. This variation shall take effect from the first pay period to commence on or after 14 August 2005.

E. A. R. BISHOP, Commissioner.

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(217)

SERIAL C4026

CLERICAL AND ADMINISTRATIVE EMPLOYEES (JOHN FAIRFAX PUBLICATIONS) AWARD 2000

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4398 of 2005)

Before The Honourable Justice Schmidt

7 September 2005

VARIATION

1. Delete subclauses (i) and (ii) of clause 8, Wages, of the award published 7 September 2001 (327 I.G. 719), and insert in lieu thereof the following:

- (i) Adults - The minimum rates of wages per week for adult employees shall be:

As from 5 November 2005.

Grade	Pre SWC 2005 (Non Loaded Minimum Rate) \$	SWC 2005 \$	Total (Non Loaded Rate) \$	+ Annual Leave Loading 1.346% \$	Base Hourly Rate 1/38th \$
Grade 1	506.60	17.00	523.60	530.65	13.96
Grade 2	527.50	17.00	544.50	551.85	14.52
Grade 3	561.20	17.00	578.20	586.00	15.42
Grade 4	602.90	17.00	619.90	628.25	16.53
Grade 5	664.85	17.00	681.85	691.05	18.18

- (ii) Juniors - The minimum rates of pay per week for junior employees shall be:

- (a) Stenographer, accounting machine operator, data processing machine operator, computer operator.

As from 5 November 2005

Grade	Pre SWC 2005 (Non Loaded Minimum Rate) \$	SWC 2005 %	Total (Non Loaded Rate) \$	+ Annual Leave Loading 1.346% \$	Base Hourly Rate 1/38th \$
At 17 years of age	285.20	3	293.75	297.70	7.83
At 18 years of age	347.20	3	357.60	362.40	9.54
At 19 years of age	415.35	3	427.80	433.55	11.41
At 20 years of age	472.05	3	486.20	492.75	12.97

- (b) All other junior employees

As from 5 November 2005.

Grade	Pre SWC 2005 (Non Loaded Minimum Rate) \$	SWC 2005 %	Total (Non Loaded Rate) \$	+ Annual Leave Loading 1.346% \$	Base Hourly Rate 1/38th \$
Under 17 years of age	216.25	3	222.75	225.75	5.94
At 17 years of age	271.55	3	279.70	283.45	7.46
At 18 years of age	331.75	3	341.70	346.30	9.11
At 19 years of age	397.70	3	409.65	415.15	10.93
At 20 years of age	453.25	3	466.85	473.15	12.45

2. Delete subclause (vi) of the said clause 8 and insert in lieu thereof the following:
- (vi) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
- (A) any equivalent over-award payments; and/or
- (B) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
3. Delete subclauses (i), (ii) and (iii) of clause 10, Shift Allowance, and insert in lieu thereof the following:
- (i) Employees required to cease work after midnight and before 7.00 a.m. shall receive \$93.05 per week (or \$18.61 per shift) in addition to their base rate of pay.
- (ii) Employees required to commence work prior to 7.00 a.m. shall receive \$46.80 per week (or \$9.36 per shift) in addition to their base rate of pay.
- (iii) Employees required to cease work after 7.00 p.m. shall receive \$79.00 per week (or \$15.80 per shift) in addition to their base rate of pay. This subclause shall not apply to employees entitled to payments pursuant to subclause (i) of this clause.
4. Delete clause 14, Meal Allowance, and insert in lieu thereof the following:

14. Meal Allowance

An employee required to work one hour overtime or longer shall be paid \$12.15 meal money in addition to overtime pay, provided that where overtime worked continues for more than 4 hours, an employee shall receive a further meal allowance of \$12.15.

5. Delete subclauses (iii) and (iv) of clause 15, Travelling Expenses and insert in lieu thereof the following:
- (iii) Any employee required to provide a motor car shall be paid the amounts set out below.
- (a) For a vehicle 1500 cc and under \$157.00 per week plus 21.10 cents per km, or
- (b) For a vehicle over 1500 cc \$186.20 per week plus 23.05 cents per km.
- (iv) Alternatively, where employees are required to use their motorcar by the Company on a casual or incidental basis, they shall be paid an amount of 57 cents per kilometre travelled, during such use.

6. Delete the amount \$45,701 appearing in subclause (i) of clause 30, Exemption and insert in lieu thereof the following:

\$48,720

7. Delete clause 37, First Aid Allowance and insert in lieu thereof the following:

37. First Aid Allowance

An employee who is appointed as a first aid officer by the Company to perform first aid duty and has been trained to render to first aid or 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 \$8.90 per week.

8. This variation shall take effect from the first full pay period to commence on or after 5 November 2005.

M. SCHMIDT J.

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(1413)

SERIAL C4025

CHUBB SECURITY SERVICES CASH PROCESSING AND CLERICAL AND ADMINISTRATIVE EMPLOYEES AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4398 of 2005)

Before The Honourable Justice Schmidt

7 September 2005

VARIATION

1. Delete paragraph (c) of subclause (v) of clause 7, Shiftwork, of the award published 22 February 2002 (331 I.G. 518) and insert in lieu thereof the following:

- (c) A shift worker required to work overtime shall be paid \$10.85 tea money in addition to overtime payments. If overtime continues beyond four hours after the rostered finishing time, a further \$10.85 shall be paid.

2. Delete subclauses (a) and (d) of clause 9, Classification Structure and Wages, and insert in lieu thereof the following:

- (a) The Classification Structure and Wage are as follows:

Grade	Classification	Former Permanent Rate \$	SWC 2005 \$	New Permanent Rate \$	Former Casual Rate \$	SWC 2005 \$	New Casual Rate \$
1	Trainee/New Entrant 0 to 3 months	579.00 wk 15.24 hr	17.00	596.00 wk 15.68 hr	518.50 wk 17.74 hr	17.00	535.50 wk 18.32 hr
2	Cash Counter/General Hand	603.15 wk 15.87 hr	17.00	620.15 wk 16.32 hr	536.72 wk 18.36 hr	17.00	553.72 wk 18.94 hr
3	Teller/Amalgamator - ATM Balance Assistant Administrative Officer	634.96 wk 16.71 hr	17.00	651.96 wk 17.16hr	571.44 wk 19.55 hr	17.00	588.44 wk 20.14 hr
4	Leading Hand/Administrative Officer - Cash Room Branch	663.50 wk	17.00	680.50 wk	N/A	N/A	N/A

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

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

3. Delete subparagraphs (i) and (ii) of paragraph (c) of subclause (i) of clause 14, Overtime and Meal Allowance, and insert in lieu thereof the following:

- (i) Employees who have completed not less than 7 hours and 36 minutes work by 6.00 pm and who are required to continue working after 6.00 pm shall be paid \$10.85 tea money, in addition to overtime payments.

Such tea money to be paid prior to their taking the meal break.

- (ii) If overtime continues beyond four hours after the completion of ordinary hours of work excluding any meal break time, a further \$10.85 shall be paid.

4. Delete subclauses (iii) and (iv) of clause 23, Travelling Expenses and insert in lieu thereof the following:

- (iii) Any employee required to provide a motorcar shall be paid extra per week:

	Per Week (\$)
For a vehicle 1500 cc and under	83.20
For a vehicle over 1500 cc	102.90

- (iv) Where an employee is required to use their motorcar by their employer on a casual or incidental basis, such employee shall be paid an amount of 55 cents per kilometre travelled, during such use.

5. Delete subclause (i) of clause 33, First-aid Allowance, and insert in lieu thereof the following:

- (i) 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 Ambulance or similar body, shall be paid an allowance of \$8.90 per week if the employee is appointed by an employer to perform first-aid duty.

6. This variation shall take effect from the first pay period to commence on or after 20 December 2005.

M. SCHMIDT J.

(159)

SERIAL C3994**COMMERCIAL TRAVELLERS, &c. (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4412 of 2005)

Before The Honourable Justice Schmidt

31 August 2005

VARIATION

1. Delete subclause (b) of clause 51, Arbitrated Safety Net Adjustments of the award published 9 November 2001 (329 I.G. 329), and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments; and/or
 - (ii) award wage increases since 29 May 1991 other than Safety Net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

Part 1 - Local Employees

Classification	Former Award Rate Per Week 24 August 2004 \$	Minimum Award Wage Rate Per Week 31 August 2005 \$
Local Employee	549.70	566.70
Local Wholesale Merchandiser	508.90	525.90

Part II - Country Employees

Classification	Former Award Rate Per Week 24 August 2004 \$	Minimum Award Wage Rate Per Week 31 August 2005 \$
Country Employee	583.50	600.50
Country Wholesale Merchandiser	538.60	555.60

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount - \$ From 1st Pay Period Commencing 24 August 2004	Amount - \$ From 1st Pay Period Commencing 31 August 2005
1	12(I)(a)	Locomotion Allowance - Local Employees up to 2,000 cc: standing charge allowance weekly amount	185.55 per week 20.45 cents per km	185.55 per week 20.45 cents per
2	12(I)(b)	Locomotion Allowance - Local Employees over 2,000 cc: standing charge allowance weekly amount	204.70 per week 0.22 per km	204.70 per week 0.22 per km
3	12(ix)	Employee required to provide station wagon/tow a trailer or caravan	5.35 per week	5.50 per week
4	12(xiv)	Wholesale part-time/casual merchandiser	51.20 cents per km	51.20 cents per km
5	12(xv)	Part-time Local employees/vehicle related expenses (private vehicles)	43.90 cents per km	43.90 cents per km
6	12, Part B(ii)	Standing Charge Air-conditioning Allowance - employee provides vehicle fitted with air-conditioning unit	3.45 per week	3.55 per week
7	12, Part B (iii)	Dry cleaning and Laundry Allowance	4.75 per week	4.90 per week
8	16(i)(a)	Locomotion Allowance - Country Employees up to 2,000 cc: standing charge allowance weekly amount	192.35 per week 20.45 cents per km	192.35 per week 20.45 cents per
9	16(i)(b)	Locomotion Allowance - Country Employees over 2,000 cc: standing charge allowance weekly amount	206.75 per week 0.22 per km	206.75 per week 0.22 per km
10	16(ix)	Employees required to provide station wagon/tow a trailer or caravan	6.15 per week	6.35 per week
11	16(xiv)	Wholesale part-time/casual merchandiser shall be paid for use of his/her motor vehicle	51.20 cents per km	51.20 cents per km
12	16(xv)	Part-time Country Employees/vehicle related expenses (private vehicles)	43.90 cents per km	43.90 cents per km
13	16, Part B (ii)	Standing Charge Air-conditioning Allowance	3.55 per week	3.65 per week
14	16, Part B (iii)	Dry Cleaning and Laundry Allowance	1.75 per week	1.80 per week

3. This variation shall take effect from the first pay period commencing on or after 31 August 2005.

M. SCHMIDT J.

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(801)

SERIAL C4011**SKI INSTRUCTORS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4029 of 2005)

Before Mr Deputy President Sams

19 August 2005

VARIATION

1. Delete subclause 4.1 of clause 4, Safety Net Commitments, of the award published 29 June 2001 (325 I.G. 863) and insert in lieu thereof the following:
 - 4.1 The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) any wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Point 3, Total Points Table of Appendix A and insert in lieu thereof the following:
3. Total Points Table

Note: These points relate to all resorts except Mt. Selwyn where it is acknowledged that the ski season is one-third shorter than other areas.

Points	Category	G'teed hours per week	G'teed weeks per season	SWC 2004 min. rate per hour \$	SWC 2005 weekly rate per hour \$	Relocation Reimbur't \$
22	1	25	12	30.3285	30.8131	1,500
18-21	2	25	12	28.2593	28.7439	1,500
15-17	3	25	10	24.9632	25.4478	1,000
10-14	4	25	8	22.7070	23.1916	500
5-9	5	25	5	20.1532	20.6378	-
2-4	6	25	3	18.2032	18.6878	-
0-1	7	-	-	16.8598	17.3444	-

Mt Selwyn Rates

Points	Category	G'teed hours per week	G'teed weeks per season	SWC 2004 min. rate per hour \$	SWC 2005 weekly rate per hour \$	Relocation Reimbur't \$
22	1	25	8	30.3285	30.8131	1,500
18-21	2	25	8	28.2593	28.7439	1,500
15-17	3	20	6	24.9632	25.4478	660
10-14	4	15	4	22.7070	23.1916	330
5-9	5	10	2	20.1532	20.6378	-
2-4	6	10	2	18.2032	18.6878	-
0-1	7	-	-	16.8598	17.3444	-

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

P. J. SAMS *D.P.*

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(769)

SERIAL C4012**SKI INDUSTRY (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4029 of 2005)

Before Mr Deputy President Sams

19 August 2005

VARIATION

1. Delete clause 4, Safety Net Commitments, of the award published 29 June 2001 (325 I.G. 876) and insert in lieu thereof the following:

4. Safety Net Commitments

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

- (a) any equivalent over-award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Appendix A - Rates of Pay, and Appendix B - Other Rates and Allowances, and insert in lieu thereof the following:

APPENDIX A**Rates of Pay**

Classification - Group A	SWC 2004 Weekly Rate \$	SWC 2005 Adjustment \$	SWC 2005 Weekly Rate \$
Lift Operator	560.70	17.00	577.70
Lift Attendant	492.50	17.00	509.50
Parking Attendant	492.50	17.00	509.50
Ski Patrol	620.50	17.00	637.50
Ticket Seller	524.70	17.00	541.70
Courtesy Staff	524.70	17.00	541.70
Snow Groomer Operator	658.00	17.00	675.00
Snow Maker	655.00	17.00	672.00
Driver	560.70	17.00	577.70
Resort Worker	519.70	17.00	536.70
Trail Crew	560.70	17.00	577.70
Ski Outlet staff	519.70	17.00	536.70

Group B	Existing Daily Rate \$	New Daily Rate (incl SWC 2005) \$
Lift Operator	121.4849	125.1683
Lift Attendant	106.7083	110.3916
Parking Attendant	106.7083	110.3916
Ski Patrol	134.4416	138.1245
Ticket Seller	113.6849	117.3683

Courtesy Staff	113.6849	117.3683
Snow Groomer Operator	142.5666	146.25
Snow Maker	141.9166	145.60
Driver	121.4849	125.1683
Resort Worker	112.6016	116.285
Trail Crew	121.4849	125.1683
Ski Outlet Staff	112.6016	116.285

APPENDIX B

Other Rates and Allowances

Item No.	Clause No.	Brief Description	SWC 2004 Amount \$	SWC 2005 Amount \$
1	5(i) (1)	Leading Hand Allowance In charge of 2 or more and up to and including 5 employees	0.48	0.49
2	(2)	In charge of more than 5 and up to and including 10 employees	0.69	0.71
3	(3)	In charge of more than 10 employees	0.81	0.83
4	5(II)	Sewerage Farm Allowance	7.37	7.59
5	5(1)	Equipment Allowance - Lift Operator, Lift Attendant or Courtesy Staff (Group A/B)	1.82	1.87
6	5(2), (5)	Ski Patrol or Trail Crew (Group A/B)	14.85	15.30
7	5(3)	Snow Groomer Operator, Snow Maker or Resort Workers (Group A)	1.24	1.27
8	11(v)	Meal Allowance during overtime: More than one hour After each subsequent four hours	8.69 7.10	8.95 7.30

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

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

P. J. SAMS *D.P.*

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(764)

SERIAL C4008

CONNEX SYDNEY PTY LIMITED TRADING AS METRO MONORAIL (STATE) AWARD 2003

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Liquor, Hospitality and Miscellaneous Workers Union, New South Wales Branch, industrial organisation of employees.

(No. IRC 4475 of 2005)

Before Mr Deputy President Sams

2 September 2005

VARIATION

1. Delete the third paragraph of subclause (i) of clause 8, Wage Rates, of the award published 5 September 2003 (341 I.G. 275) and insert in lieu thereof the following:

The rates of pay in this award include all arbitrated safety net adjustments and the adjustments payable under the State Wage Cases of August 1997, June 1998, June 1999, May 2000, May 2001, May 2002, May 2003, June 2004 and June 2005. These adjustments may be offset against:

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

PART B

MONETARY RATES

Table 1 - Wages

Classification	Column A Total weekly rate per week effective from the first full pay period on or after 26 August 2005 \$	Column B Casual hourly rate effective from the first full pay period on or after 26 August 2005 \$
Monorail Attendant	484.40	14.6595
Monorail Ranger	556.90	16.8536
Monorail Supervisor	623.50	18.8691
Senior Supervisor	628.80	19.0295
Monorail Supervisor CCR Qualified	638.80	19.3321

Table 2 - Other Rates and Allowances

Item. No.	Clause No.	Brief Description	Amount effective from the first full pay period on or after 26 August 2005 \$
1	9(i)	Senior Supervisor Allowance - Weekly	56.31
2	9(i)	Part-time and Casual Senior Supervisor Allowance	11.26 per shift to a maximum weekly amount of 56.31
3	9(ii)	First-aid Allowance per week	12.00
4	9(ii)	Part-time and Casual First-aid Allowance	2.61 per shift to a maximum weekly amount of 13.03
5	9(iii)	Laundry Allowance - per shift	1.78
6	9(iv)	Proficiency Allowance - per week to Permanent Senior Supervisors and Supervisors	17.93
7	9(iv)	Proficiency Allowance per shift to Part-time and Casual Senior Supervisors and Supervisors only	3.58
8	9(v)	Operating Allowance to Senior Supervisors and Supervisors per shift	0.72 per shift to a maximum weekly amount of 3.58
9	9(vi)	CSC Allowance- per shift	6.63
10	10(ii)	Meal Allowance - per meal	7.28

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

P. J. SAMS *D.P.*

Printed by the authority of the Industrial Registrar.

(389)

SERIAL C3929**ICE CREAM MAKERS (STATE) AWARD****INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES**

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

(No. IRC 3969 of 2005)

Before Commissioner Tabbaa

10 August 2005

VARIATION

1. Delete clause 7, State Wage Case Adjustments, of the award published 21 September 2001 (327 I.G. 1037), and insert in lieu thereof the following:

7. State Wage Case Adjustments

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

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

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

Classification	Former Rate per Week \$	SWC June2005 \$	Wage Total per Week \$
Ice Cream Production Assistant - General Hand	473.80	17.00	490.80
Packer	473.80	17.00	490.80
Ice Cream Manufacturer Grade 1 - Stretchwrap operator/forklift operator	490.00	17.00	507.00
Trainee Operator	482.80	17.00	499.80
Other operator	482.80	17.00	499.80
Ice Cream Manufacturer Grade 2 - Operator auto filler	497.30	17.00	514.30
Operator manual filler	490.00	17.00	507.00
Assistant ice cream mixer	487.90	17.00	504.90
Ice Cream Manufacturer Grade 3 - Ice cream mixer	508.70	17.00	525.70
Operator moulding and freezing	505.30	17.00	522.30
Cake decorator	505.30	17.00	522.30

Junior Employees

Classification	Former Rate per Week \$	SCW June2005 \$	Wage Total per Week \$
Under 17 years of age	211.70	6.35	218.05
At 17 and under 18 years of age	250.55	7.50	258.05

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1		Leading Hands - Leading Hands shall, in addition to their rate of pay, be paid the following amounts: In charge of two and up to five employees inclusive In charge of six and up to ten employees inclusive In charge of more than ten employees	21.35 per week 27.15 per week 31.15 per week
2		Casual employees - Casual employees shall be paid one-thirty-eighth of the appropriate weekly wage, plus 20% thereof per hour	
3	12	Meal Allowance	11.10 per occasion
4	28	First-aid Allowance	11.40 per week
5	15(ii)	Laundry Allowance	17.70 per week
6	5(iii)(e)	Shift Allowance	15.35 per shift

3. This variation shall take effect from the first full pay period to commence on or after 10 August 2005.

I. TABBAA, Commissioner.

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CONFECTIONERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3970 of 2005)

Before Commissioner Tabbaa

1 August 2005

VARIATION

1. Delete subclause (e) of clause 10, Wages, of the award published 23 November 2001 (329 I.G. 926), and insert in lieu thereof the following:
 - (e) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Table 1 - Rates of Pay and Table 2 - Other Rates and Allowances of Part B, Monetary Rates and insert in lieu thereof the following:

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

- (i) Adult Employees -

Level	Total Rate per Week \$
Level 5	476.10
Level 4	488.60
Level 3	501.10
Level 2	530.30
Level 1	547.00

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	12	First-Aid Allowance	\$9.70 per week
2	12	Heat Allowance - In excess of 46° Celsius In excess of 56° Celsius	\$0.33 per hour \$0.40 per hour
3	8	Meal Allowance	\$8.74 per week
4	24	Laundry Allowance	\$2.47 per week

3. This variation shall take effect from the beginning of the first pay period to commence on or after 23 August 2005, save for Level 5 which shall take effect from the beginning of the first pay period to commence on or after 27 August 2005.

I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

(747)

SERIAL C3930**FOOD PRESERVERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3968 of 2005)

Before Commissioner Tabbaa

10 August 2005

VARIATION

1. Delete clause 15, State Wage Case Adjustments, of the award published 16 November 2001 (329 I.G. 489), and insert in lieu thereof the following:

15. State Wage Case Adjustments

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

- (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**

Adult Classification	Former Rate of Pay \$	SWC June 2005 \$	Weekly Rate of Pay \$
Group 1	496.90	17.00	513.90
Group 2	492.10	17.00	509.10
Group 3	488.50	17.00	505.50
Group 4	484.80	17.00	501.80
Group 5	480.60	17.00	497.60
Group 6	478.00	17.00	495.00
Forklift with lifting capacity up to and including 4.5 tonnes	496.90	17.00	513.90
Lifting capacity over 4.5 tonnes	503.20	17.00	520.20

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	4.2	Number of employees - less than 3 employees 3 to 10 employees 11 to 20 employees 21 or more employees	\$11.55 per week \$17.85 per week \$27.35 per week \$38.90 per week
2	7.2	Wet Places	\$0.61 per hour extra
3	7.3	Dirty Work	\$0.93 per hour extra (\$1.74/day minimum)
4	7.4	Heavy Weights	\$0.43 per hour or part thereof
5	7.5	Carton Stacking	\$0.36 extra per hour or part thereof
6	7.6.1	Cold Temperatures (between minus 1° and minus 7° Celsius)	\$0.61 per hour
7	7.6.2	Cold Temperatures (between minus 8° and minus 18 Celsius)	\$0.93 per hour
8	7.6.3	Cold Temperatures (below minus 18° Celsius)	\$1.52 per hour
9	7.8.2	Pea-vining	\$6.10 per week
10	7.10	Fumigation Gas	\$7.80
11	13.7.1	Meal Allowance	\$14.54
12	14.2	First-aid	\$2.95 extra per day

3. This variation shall take effect from the first full pay period to commence on or after 10 August 2005.

I. TABBAA, Commissioner.

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(011)

SERIAL C3954**ANIMAL WELFARE, GENERAL (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Liquor, Hospitality and Miscellaneous Workers Union, New South Wales Branch, industrial organisation of employees.

(No. IRC 3333 of 2005)

Before The Honourable Mr Justice Staff

7 July 2005

VARIATION

1. Delete subclause (vi) of clause 5, Wages, of the award published 23 February 2001 (322 I.G. 531), and insert in lieu thereof the following:
 - (vi) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over award payments, and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete 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 \$
Animal Nurse, as defined	486.80
General Nurse, in transition	484.40
Animal Attendant, as defined	484.40
Food Preparer or Kennel Cleaner	484.40
All others	484.40

Table 2 - Other Rates And Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	2(ii)(a)	Broken Shift Allowance	10.17 per shift
2	2(ii)(b)	Excess Fares Allowance	9.54 per week
3	5(ii)	Leading Hands	24.53 per week
4	5(iv)	First-aid	12.52 per week
5	6(ii), (iii), (iv)	Overtime and Meal Allowances	8.58
6	7(ii)	Saturday morning work	
		Adults	13.77
		Juniors	9.91

7	21(i)	Locomotion Allowance	Standing charge per week \$	Running charge cents/km \$
		Cubic centimetres of motor vehicle engine : Up to and including 2,000 cc	226.51	25.01
		Over 2,000 cc	250.01	27.95
8	21(iii)	Bicycle Allowance	4.26 per shift	

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

C. G. Staff J.

Printed by the authority of the Industrial Registrar.

(1036)

SERIAL C3918**STAEDTLER (PACIFIC) PTY LTD AWARD 1999**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3586 of 2005)

Before The Honourable Justice Backman

27 July 2005

VARIATION

1. Delete subclause (iv), of clause 4, Wages, of the award published 19 November 2004 (347 I.G. 330), and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent over award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

Category	Level	SWC 2004 Weekly rate Permanent amount** \$	Hourly rate permanent \$	Hourly rate casual \$	SWC 2005 Adjustment \$	SWC 2005 Total Weekly Rate \$	Hourly rate Permanent \$	Hourly Rate Casual \$
Setter Up Cat. 1	1	513.60	13.5158	16.8384	17.00	530.60	13.9632	17.3958
	2	526.10	13.8447	17.2482	17.00	543.10	14.2921	17.8056
	3	539.60	14.20	17.6908	17.00	556.60	14.6474	18.2482
Despatch Cat. 2	1	501.10	13.1868	16.4286	17.00	518.10	13.6342	16.9859
	2							
	3	525.00	13.8158	17.2122	17.00	542.00	14.2632	17.7696
All Other Machine Operator Cat. 4	1	474.10	12.4763	15.5434	17.00	491.10	12.9237	16.1008
	2	485.55	12.7776	15.9187	17.00	502.55	13.225	16.4762
	3	497.00	13.0789	16.2941	17.00	514.00	13.5263	16.8515
All Other Employees (Packer) Cat. 5	1	467.40	12.30	15.3238	17.00	484.40	12.7474	15.8811
	2	473.00	12.4474	15.5074	17.00	490.00	12.8947	16.0646
	3	484.50	12.75	15.8844	17.00	501.50	13.1974	16.4418

*Casual Rate + 15% plus 1/12 of Total /38 hour week

**Weekly Rate Permanent rounded to nearest 5 cents

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	SWC 2004 Amount \$	SWC 2005 Amount \$
1	4(iii)	Fork Lift Allowance	0.42 per hour	0.43 per hour
			8.00 per week (max.)	8.20 per week(max.)
2	12(iii)	Meal Money	8.90 per Meal	9.15 per Meal
3	21	First Aid	1.70 per day	1.75 per day

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

- This variation shall take effect from the first full pay period to commence on or after 12 November 2005.

BACKMAN J.

Printed by the authority of the Industrial Registrar.

(579)

SERIAL C4004**ROOFING TILE MAKERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Federated Brick, Tile and Pottery Industrial Union of Australia, New South Wales Branch, industrial organisation of employees.

(No. IRC 3315 of 2005)

Before The Honourable Justice Kavanagh

19 July 2005

VARIATION

1. Delete Clause 5.2, State Wage Case Adjustments of Part 5 - Wages and Related Matters of the award published 29 July 2005 (352 I.G. 804) and insert in lieu thereof the following:

5.2. State Wage Case Adjustments

The rates of pay in this award include the adjustment payable under the State Wage Case 2005. This increase 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.

State Wage Case	Increase \$	Allowances %
May 2000	15.00	3.1
May 2001	13.00	3.0
May 2002	18.00	3.5
May 2003	17.00	3.2
June 2004	19.00	3.5
June 2005	17.00	3.0

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

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

Classification	Award Rate Per Week \$	Safety Net	Total Per Week \$
Group I			
Moulder	501.90	17.00	518.90
Ridge Area Operator	501.90	17.00	518.90
Press Area Operator	501.90	17.00	518.90
Glaze Area Operator	501.90	17.00	518.90
Fork Lift Driver (Permit)	501.90	17.00	518.90
Finger Truck Operator	501.90	17.00	518.90
Cleaner	501.90	17.00	518.90
Sweeper	501.90	17.00	518.90
Driver	501.90	17.00	518.90
Millman	501.90	17.00	518.90

Yardman	501.90	17.00	518.90
Group II			
Glaze Preparator	515.00	17.00	532.00
Die Maker	515.00	17.00	532.00
Clay Prep Area Operator	515.00	17.00	532.00
Panel Control Operator	515.00	17.00	532.00
Tile Handling Area Operator	515.00	17.00	532.00
Front-end Loader Operator	515.00	17.00	532.00
Ridge Plant Operator	515.00	17.00	532.00
Fork Lift Driver (licensed)	515.00	17.00	532.00
Moulder 1	515.00	17.00	532.00
Group III			
Moulder II	523.65	17.00	540.65
Plant Maintenance Operator	535.00	17.00	552.00
Tunnel Kiln Operator	535.00	17.00	552.00
Senior Tunnel Kiln Operator (temp)	585.05	17.00	602.05

Table 2 - Other Rates and Allowances

Item No	Clause No	Brief Description	Amount \$
1	5.1.2	Industry Allowance	20.20 per week
2	5.1.3	Leading Hand (1-7 emp)	20.20 per week
		Leading Hand (over 7 emp)	27.10 per week
3	6.4.4	Meal Allowance	5.95 per meal
4	5.5.2(a)	Shift allowance - rotating day -afternoon, day-night, day-afternoon-night shift	9.95 per shift
5	5.5.2(b)	Shift allowance - rotating afternoon - night shift	12.50 per shift
6	5.5.2 {c}	Shift allowance - permanent night shift	23.35 per shift
7	5.5.3	Manganese Dioxide	1.60 per hour
8	5.5.4	First Aid allowance	2.20 per day

3. This variation shall take effect from the first full pay period commencing on or after 11 July 2005.

T. M. KAVANAGH J.

(702)

SERIAL C3838**WAREHOUSE EMPLOYEES' - GENERAL (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop, Distributive and Allied Employees' Association, New South Wales, industrial organisation of employees, and other.

(No. IRC 3380 & 3381 of 2005)

Before The Honourable Justice Kavanagh

11 July 2005

VARIATION

1. Delete clause 4, State Wage Case Adjustments, of the award published 23 November 2001 (329 I.G. 860), and insert in lieu thereof the following:

4. State Wage Case Adjustments

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

- (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 (i) Adult Employees, of Table 1 - Wages, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 - Wages

- (i) Adult Employees -

Group No.	Classification	Former Rate Per Week \$	June 2005 SWC Per Week \$	Total Rate Per Week \$
1	Checker	491.70	17.00	508.70
2	Assembler	491.70	17.00	508.70
3	Replenisher/Stockhand	491.70	17.00	508.70
4	Sorter	491.70	17.00	508.70
5	Wrapper/Tier	491.70	17.00	508.70
6	Indoor Salesperson	491.70	17.00	508.70
7	Department Manager - in charge of:			
	(i) from 1 to 4 Assistants	506.30	17.00	523.30
	(ii) from 5 to 12 Assistants	514.70	17.00	531.70
	(iii) from 13 to 25 Assistants	523.60	17.00	540.60
	(iv) over 25 assistants	528.30	17.00	545.30

Former Rate includes three \$8.00 Arbitrated Safety Net Adjustments, and the August 1997 through to May 2004 SWC adjustments.

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

Item No.	Clause No.	Brief Description	Amount \$
1	3(v)	Allowance for Section Head	9.10 per week
2	3(vi)	Qualified Parts Salesman	15.90 per week
3	10	Meal Allowance	10.40
4	25(ii)	First-aid	2.02 per day
5	26(i)	Laundry Allowance - Ironing required	8.60
6	26(i)	Laundry Allowance - Ironing not required	5.20
7	27	Use of employee vehicle	0.53 per km

4. Delete the reference to \$60.00 appearing in subclause (c) and paragraph (iii) of subclause (i), of Clause 5, Supported Wage and insert in lieu thereof the following:

"\$61.00"

5. This variation shall take effect from the first full pay period to commence on or after 12 July 2005.

T. M. KAVANAGH J.

Printed by the authority of the Industrial Registrar.

(1312)

SERIAL C4031**SYDNEY LIGHT RAIL (STATE) AWARD 1997**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Rail, Tram and Bus Industry Union, New South Wales, industrial organisation of employees.

(No. IRC 4737 of 2005)

Before The Honourable Justice Marks

14 September 2005

VARIATION

1. Delete clause 45, Safety Net Provisions, of the award published 13 March 1998 (303 I.G. 946), and insert in lieu thereof the following:

45. Safety Net Provisions

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

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

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

- (i) Adult Employees

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

Grade	Former Weekly Rate \$	SWC 2005 \$	Total Weekly Rate \$
Transit Liaison Officer Probation	534.00	17.00	551.00
Transit Liaison Officer	571.00	17.00	588.00
Customer Service Officer Level 1	576.00	17.00	593.00
Customer Service Officer Level 2	609.00	17.00	626.00
SLR Operator Grade 1	641.00	17.00	658.00
SLR Operator Grade 2	663.00	17.00	680.00
SLR Operator Grade 3	676.00	17.00	693.00
Operator Maintainer	706.00	17.00	723.00
Controller Grade 1	732.00	17.00	749.00
Controller Grade 2	758.00	17.00	775.00
Maintenance Technician Level 1	766.00	17.00	783.00
Maintenance Technician Level 2	793.00	17.00	810.00
Maintenance Technician Level 3	821.00	17.00	838.00
Maintenance Technician Special	856.00	17.00	873.00
Cleaner	564.00	17.00	581.00

Office Administrator Grade 1			
1st year	596.00	17.00	613.00
2nd year	691.00	17.00	708.00
3rd year	743.00	17.00	760.00
Dual Controller	956.00	17.00	973.00
Controller	899.00	17.00	916.00
Trainee Controller	842.00	17.00	859.00

(ii) Juniors

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

- (a) Receptionists, stenographers, accounting machine operators, processing machine operators, typists, computer operators

Age	Former Weekly Rate \$	SWC 2005 \$	Total Weekly Rate \$
At 17 years of age	268.49	17.00	285.49
At 18 years of age	330.89	17.00	347.89
At 19 years of age	392.19	17.00	409.19
AT 20 years of age	434.07	17.00	451.07

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	8	Special Weekly Allowance	25.54
2	18	Meal Allowance (Overtime)	9.86
3	28	First - aid Allowance	8.74

3. This variation shall take effect from the first pay period to commence on or after 13 September 2005.

F. MARKS J.

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(4183)

SERIAL C3905**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 3504 of 2005)

Before Commissioner Murphy

15 July 2005

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 2005. These adjustments may be offset against:
 - (a) any equivalent over-award payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Table 1 - Wages, of Part B, Monetary Rates, and insert in lieu thereof the following:

Table 1 - Wages

Classification	Former Amount per annum \$	SWC 2005 per annum \$	Total Rate per annum \$
Graduate-at-Law	25,476.90	887.40 (\$17.00 per week x 52.5 weeks)	26,364.30

3. This variation shall take effect from the first full pay period to commence on or after 10 August 2005.

J. P. MURPHY, Commissioner.

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MM KEMBLA PRODUCTS (CLERICAL AND ADMINISTRATIVE EMPLOYEES) ENTERPRISE 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 3504 of 2005)

Before Commissioner Murphy

15 July 2005

VARIATION

1. Delete subclause (iv), of clause 5, Wages, of the award published 14 July 2000 (317 I.G. 81), and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:-
 - (i) any equivalent over award payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

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

PART B

MONETARY RATES

Table 1 - Wages

The following minimum rates of wages shall take effect from 8 July 2005.

- (i) Adults

Grade	Weekly Rate Pre SWC 2005 \$	SWC 2005 \$	Weekly Rate \$
1	550.80	17.00	567.80
2	571.20	17.00	588.20
3	584.40	17.00	601.40
4	598.00	17.00	615.00
5	611.40	17.00	628.40
6	622.60	17.00	639.60
7	636.20	17.00	653.20

(ii) Juniors

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

Computer Operators -

Age	Former Weekly Rate \$	SWC 2005 %	Weekly Rate \$
At 17 years of age	349.35	3	359.85
At 18 years of age	409.55	3	421.85
At 19 years of age	458.35	3	472.10
At 20 years of age	517.95	3	533.50

All other junior employees -

Age	Former Weekly Rate \$	SWC2005 %	Weekly Rate \$
Under 17 years of age	292.55	3	301.35
At 17 years of age	338.85	3	349.00
At 18 years of age	399.25	3	411.25
At 19 years of age	447.40	3	460.80
At 20 years of age	507.80	3	523.05

Table 2 - Other Rates And Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	7 (iii)	Shift work Allowance:	
		Afternoon Shift	85.40
		Night Shift	96.45
		Permanent Night Shift	117.85
2	7(vii)(b)	Shift Work (meal money)	10.95
3	8(ii)(d)	Meal Allowance (Overtime)	10.95

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

J. P. MURPHY, Commissioner.

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(131)

SERIAL C3903**CLERICAL EMPLOYEES IN RETAIL (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 3504 of 2005)

Before Commissioner Murphy

15 July 2005

VARIATION

1. Delete subclause (vi), of clause 10, Classification Structure and Wages, of the award published 11 August 2000 (317 I.G. 778), as varied, and insert in lieu thereof:
 - (vi) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:-
 - (i) any equivalent over award payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete subclause (i) of 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**

The following minimum rates of wages shall take effect from 28 July 2005.

- (i) Adults

Grade	Weekly Rate Pre SWC 2005 \$	SWC 2005 \$	Weekly Rate \$
1	506.60	17.00	523.60
2	525.80	17.00	542.80
3	561.20	17.00	578.20

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	10.20 10.20
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	5.80 3.85

		(b) For engagements exceeding four hours (general shops only)	
		Adult males and adult females	11.85
		Employees under 21 years of age	6.55
3	10 (iv)	First-aid attendant	1.55
4	10(v)	Extra language spoken	7.85
5	19	Meal Allowance	
		Meal allowance/Sunday beyond 1 pm	10.20
		Meal allowances/late trading night	10.20
6	35 (ii)	Vehicle Allowances	
		Bicycle	9.95 per week
		Motorcycle	29.80 per week
		Motor car - up to 2,000cc	103.60 per week
		Motor car - up to 2,000 cc and over	123.50 per week
7	35(ii)	Occasional Use of Own Car for Business up to 2,000cc	0.48 per km
		2,000 cc and over	0.52 per km
8	35(iii)	Laundry Allowance	8.55
		Part-time and casual	2.88
		Maximum payment	8.55
		Articles made of nylon or similar material	5.15
		Part-time and casual	1.69
		Maximum payment	5.15

3. This variation shall take effect from the first full pay period to commence on or after 28 July 2005.

J. P. MURPHY, Commissioner.

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(626)

SERIAL C4112

STOREMEN AND PACKERS, WHOLESALE DRUG STORES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4926 of 2005)

Before The Honourable Justice Kavanagh

5 October 2005

VARIATION

1. Delete subclause (b) of clause 5, Arbitrated Safety Net Adjustments, of the award published 23 April 1999 (309 I.G. 13), 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 May 2005. These adjustments may be offset against:
 - (A) any equivalent overaward payments; and/or
 - (B) award wage increases since 29 May 1991, other than safety net, State Wage Case, and minimum rates adjustments.

2. Delete Schedule A - Minimum Award Wage Rates, and insert in lieu thereof the following:

SCHEDULE A

Minimum Award Wage Rates

Classification	Former Award Rate Per Week 6 October 2004 \$	Minimum Award Wage Rate Per Week 6 October 2005 \$
Storemen and Packer - Level 1	506.70	523.70
Storemen and Packer - Level 2	521.70	538.70
Storemen and Packer - Level 3	527.50	544.50
Storemen and Packer - Level 4	546.30	563.30
Storemen and Packer - Level 5	561.20	578.20

3. Delete Schedule B, Allowances and Special Rates, and insert in lieu thereof the following:

SCHEDULE B

Allowances and Special Rates

Item No.	Subject	Amount \$
1	In charge of 1 - 5 employees	21.95 per week
2	In charge of 6 - 10 employees	26.16 per week
3	In charge of more than 10 employees	31.70 per week
4	Hazardous stores work	1.33 per day
5	Forklift Allowance	64 cents per hour
6	Mobile Crane Allowance	78 cents per hour
7	Morning/Afternoon shift allowance	11.55 per shift

8	Night shift allowance	15.45 per shift
9	Travel allowance	63 cents per kilometre
10	Meal allowance	9.95 per meal
11	First Aid Attendant	2.50 per day

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

T. M. KAVANAGH *J.*

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(036)

SERIAL C4115**BISCUIT AND CAKE MAKERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4933 of 2005)

Before The Honourable Justice Kavanagh

5 October 2005

VARIATION

1. Delete paragraph (b) of subclause (iv) of clause 17, Wages, of the award published 15 February 2002 (331 I.G. 254) and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Table 1 - Minimum Award Wage Rates, and Table 2 - Other Rates and Allowances, of Appendix A - Wage Rates and Allowances, and insert in lieu thereof the following:

Table 1 - Minimum Award Wage Rates

Adult Employees - Classification	Former Award Rate (Per Week) 26 October 2004 \$	Minimum Award Wage Rate (Per Week) 26 October 2005 \$
Baker	509.00	526.00
Secondary Processing Operator - Grade 1	509.00	526.00
Automatic Packaging Machinist	502.90	519.90
Dough Mixer and Syrup Maker	502.70	519.70
Secondary Processing Operator - Grade 2	502.70	519.70
Biscuit Forming Machine Operator - Grade 1	502.70	519.70
Wafer Makers	500.50	517.50
Storeperson	496.40	513.40
Biscuit Forming Machine Operator - Grade 2	496.40	513.40
Stackerperson	495.30	512.30
Brakesperson	494.80	511.80
Truck Stacker	491.60	508.60
Other Mixer	491.40	508.40
Secondary Processing Operator - Grade 3	491.30	508.30
Biscuit Forming Machine Operator - Grade 3	491.30	508.30
Oven Serviceperson	490.70	507.70
Assistant Mixer	487.70	504.70
Platform Hand, 1st Class	487.70	504.70
Automatic Packaging Machine Operator	487.30	504.30
Depot Hand	487.10	504.10
Tea Attendant	484.30	501.30
Packer (Delivery)	483.70	500.70
Platform Hand	483.10	500.10

Line Hand	483.10	500.10
Checker	482.50	499.50
General Hand	482.20	499.20
Packer	478.90	495.90
Tin Washer	478.60	495.60
Fixer	478.60	495.60
Other Employees	478.60	495.60

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount per week \$
1	17(i)(b)	Leading Hands - In charge of up to 10 employees	17.70
		In charge of more than 10 employees and not more than 20 employees	29.55
		In charge of more than 20 employees	38.10
2	17(i)(c)	Line Hands	6.54
3	20(vi)	Tea Money	9.75
4	23	Laundry Allowance	7.86

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

T. M. KAVANAGH J.

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(540)

SERIAL C4085**PET FOOD MANUFACTURERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4930 of 2005)

The Honourable Justice Kavanagh

30 September 2005

VARIATION

1. Delete subclause (ii) of clause 7, Rates of Pay, of the award published 24 November 2000 (320 I.G. 563), and insert in lieu thereof the following:
 - (ii) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Table 1 (A) - Wages, of Appendix A - Wage Rates, and insert in lieu thereof the following:

Table 1 (A) - Wages

- (i) Adults

Classifications	Former Award Rate (Per Week) 2 October 2004 \$	Minimum Award Wage Rate(Per Week) 2 October 2005 \$
Leading Hand in Charge of Over 10 Employees	519.70	536.70
Leading Hand in Charge of 6 to 10 Employees	514.20	531.20
Leading Hand in Charge of 1 to 5 Employees	511.60	528.60
Expander Line Operator	500.10	517.10
Baker	495.90	512.90
Doughperson	495.90	512.90
Packing Machine Operator-Setter	495.90	512.90
Flavourperson	495.90	512.90
Storeperson - Head	495.90	512.90
Blender	490.30	507.30
Forklift - Storeperson	490.30	507.30
Ovensperson	490.30	507.30
Biscuit Machine Attendant	490.30	507.30
Packer -		
Grade A Bulk - 10 Kilos and Over	490.30	507.30
Grade B Packets Up to 5 Kilos	483.00	500.00
Grade C Machine Attendant	478.60	495.60
Bag Handler	485.00	502.00
Flavour Processor	485.00	502.00
Storeman General	478.60	495.60
General Hand	467.40	484.40

3. Delete Appendix B - Allowances, and insert in lieu thereof the following:

APPENDIX B

Allowances

Item No.	Clause No.	Subject	Amount \$
1	5(i)	Day, Afternoon and Night Shift - Regular Weekly rotation	53.00 per week
2	5(ii)	Day and Night Shift only in regular weekly rotation	53.00 per week
3	5(iii)	Afternoon and Night Shift only in regular weekly rotation	78.25 per week
4	5(iv)	Afternoon Shift only	78.25 per week
5	5(v)	Permanent Night Shift	116.85 per week
6	5(vi)	Change of Shift During any Week (for each change)	31.01
7	6(iv)	First Meal Allowance	6.70 per meal
8	6(iv)	Second Meal Allowance	5.60 per meal
9	20(i)	Carry bags weighing in Excess of 68 Kilograms	0.32 cents per hour

4. This variation shall take effect from the first pay period commencing on or after 2 October 2005.

T. M. KAVANAGH J.

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(580)

SERIAL C4086**RUBBER WORKERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4928 of 2005)

The Honourable Justice Kavanagh

30 September 2005

VARIATION

1. Delete subclause (b) of clause 9, Arbitrated Safety Net Adjustments, of the award published 13 July 2001 (326 I.G. 99), and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since 29 May 1991 other than Safety Net, State Wage Case, and Minimum Rates Adjustments.
2. Delete Appendix A - Wage Rates (Adults) and Appendix B - Allowances/Special Rates, and insert in lieu thereof the following:

APPENDIX A**Wage Rates (Adults)****Table 1 - Wage Rates**

Classifications	Former Award Rate (Per week) 2 October 2004 \$	Minimum Award Rate (Per week) 2 October 2005 \$
Manufacturing/Production Employee Level 1	467.40	484.40
Manufacturing/Production Employee Level 2	484.00	501.00
Manufacturing/Production Employee Level 3	506.60	523.60
Manufacturing/Production Employee Level 4	527.50	544.50
Manufacturing/Production Employee Level 5	546.70	563.70
Manufacturing/Production Employee Level 6	561.20	578.20
Warehouse Worker Level 1	506.60	523.60
Warehouse Worker Level 2	527.50	544.50
Warehouse Worker Level 3	546.70	563.70
Warehouse Administration Officer	561.20	578.20

APPENDIX B**Allowances/Special Rates**

Item No.	Clause No.	Subject	Amount \$
1	8(b)(i)	Leading Hand (3-10 employees)	21.70 per week
2	8(b)(ii)	Leading Hand (10-20 employees)	32.18 per week
3	8(b)(iii)	Leading Hand (more than 20 employees)	42.27 per week
4	14(b)	Handling Carbon Black	74 cents per hour
5	14(c)	Installing or repairing belting underground in mines	24 cents per hour
6	14(d)	Working in a confined space	49 cents per hour
7	14(e)	Hot places - 46.1 C - 54.4 C	38 cents per hour
8	14(e)	Hot places - more than 54.4 C	48 cents per hour
9	14(f)	Processing free coal dust	33 cents per hour
10	15(b)	First-aid attendant	8.52 per week
11	23	Motor Vehicle Allowance	34 cents per km
12	25(a)	Meal Allowance	9.65 per meal
13	40(b)	Overalls Allowance	33 cents per day

3. This variation shall take effect from the first pay period commencing on or after 2 October 2005.

T. M. KAVANAGH J.

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(612)

SERIAL C4114**GROCERY PRODUCTS MANUFACTURING (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4931 of 2005)

The Honourable Justice Kavanagh

5 October 2005

VARIATION

1. Delete subclause (b) of clause 9, State Wage Case Adjustments, of the award published 1 June 2001 (325 I.G. 38), and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments; and/or
 - (ii) award wage increases since 29 May 1991, other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Table 1, Wages, (Divisions 1-7) of Part B, Monetary Rates, and insert in lieu thereof the following:

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

Division 1 - Condiments

Classifications	Former award rate per week 14/10/2004 \$	Minimum award rate per week 14/10/2005 \$
Rice, Oatmeal, Barley, Split Peas or Mustard Miller	506.90	523.90
Operator Rice Par Boiler	506.90	523.90
Assistant Operator Rice Par Boiler	496.00	513.00
Assistant Miller	496.00	513.00
Rice Fumigator	496.00	513.00
Assistant Rice Fumigator (Certified)	484.30	501.30
Coffee, Chicory, Malt or Peanut Roaster	496.00	513.00
Coffee Roaster after 18 months' continuous service or cumulative service	499.80	516.80
Person in Charge of Vacuum Pan making coffee essence	496.00	513.00
Condiment Miller	489.50	506.50
Icing Sugar Miller	489.50	506.50
Person in Charge of Bulk Stores	489.50	506.50
Drying Person and Stove Person	488.00	505.00
Presser and Bran Tub Man	485.30	502.30
Kilnman	484.30	501.30
Packerman	480.00	497.00
Rice Tipper -Tallying Off	479.40	496.40

Stacker - Over 7 High	484.30	501.30
Loader	478.60	495.60
Loader - Murrumbidgee Irrigation Area	484.30	501.30
Pulveriser Operator - Roller man	488.00	505.00
Mustard Blender	496.00	513.00
Mustard Siever	485.30	502.30
Mustard Seed Cleaner	485.30	502.30
Mustard Dryer	485.30	502.30
Fork Lift Driver	490.10	507.10
All Other Employees	471.60	488.60

Division 2 - Cereal Foods

Section A - Macaroni, Vermicelli or Spaghetti

Classifications	Former Award Rate Per Week 14 October 2004 \$	Minimum Award Rate Per Week 14 October 2005 \$
Macaroni, Vermicelli or Spaghetti Plant - Man in Charge	507.00	524.00
Machine Operator	483.20	500.20
Fork Lift Driver	490.10	507.10
All Other Employees	471.60	488.60

Section B -Other Cereal Foods

Classifications	Former Award Rate Per Week 14 October 2004 \$	Minimum Award Rate Per Week 14 October 2005 \$
Miller and/or Roller Person	493.00	510.00
Ovensperson, Stoveperson, Cooker, Dressing Room and Drying Room Person	493.00	510.00
Pressperson and/or Moulder	485.30	502.30
Packer	480.00	497.00
Wheat Cleaner	479.40	496.40
Corn Mill Operator	506.90	523.90
Silo Operator	495.20	512.20
Flavourperson	493.00	510.00
Person Working at Silos	479.40	496.40
Puffing Tower Operator	505.10	522.10
Fork Lift Driver	490.10	507.10
All Other Employees	471.60	488.60

Division 3 - Jellies, Puddings, Custards, Self-raising Flour and Cake Mixes

Classifications	Former Award Rate Per Week 14 October 2004 \$	Minimum Award Rate Per Week 14 October 2005 \$
Person actually engaged in mixing from a formula the ingredients for custard powder, jelly blending, baking powder, puddings, self-raising and cake mixes and who in addition may be in charge of employees doing such work	496.00	513.00
Machine Operator Maintenance	496.00	513.00

Flour Tipper	480.00	497.00
Adequate Weighter	480.00	497.00
Fork Lift Driver	490.10	507.10
All Other Employees	471.60	488.60

Division 4 - Noodles and Soup Powders

Classifications	Former Award Rate Per Week 14 October 2004 \$	Minimum Award Rate Per Week 14 October 2005 \$
Cooker	479.60	496.60
Drum Dryer Operator	479.60	496.60
Person actually engaged in mixing from a formula ingredients for noodles and soup powders	496.00	513.00
Fork Lift Driver	490.10	507.10
All Other Employees	471.60	488.60

Division 5 - Boot, Floor and Stove Polishes

Classifications	Former Award Rate Per Week 14 October 2004 \$	Minimum Award Rate Per Week 14 October 2005 \$
Person in Charge of One or More Persons	494.50	511.50
Paste Maker	481.50	498.50
Fork Lift Driver	490.10	507.10
All Other Employees	471.60	488.60

Division 6 - Drugs

Classifications	Former Award Rate Per Week 14 October 2004 \$	Minimum Award Rate Per Week 14 October 2005 \$
Miller	507.40	524.40
Assistant Miller	492.20	509.20
Fork Lift Driver	490.10	507.10
All Other Employees	471.60	488.60

Division 7 - Miscellaneous

Classifications	Former Award Rate Per Week 14 October 2004 \$	Minimum Award Rate Per Week 14 October 2005 \$
Combined Miller	501.90	518.90
Stone Dresser	501.90	518.90
Fork Lift Driver	490.10	507.10
All Other Employees	471.60	488.60

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

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Subject Matter	Amount \$
1	6(i)	Shift Work - Day, Afternoon, Night	51.59 per week
2	6(ii)	Shift Work - Day, Night	51.59 per week
3	6(iii)	Shift Work - Afternoon, Night	76.20 per week
4	6(iv)	Shift Work - Afternoon	76.20 per week
5	6(v)	Shift Work - Night	114.32 per week
6	6(vi)	Shift Work - Change of Shift	26.54 per week
7	7(iii)	Leading Hands	4.06 per day
8	7(iv)(a)	Mill Hand - making mustard	2.33 per shift
9	7(iv)(b)	Grinding Chillies	74 cents per hour
10	7(iv)(c)	Packing/Unpacking	1.10 per day
11	10(iv)	Meal Allowance - more than two hours overtime	6.70 (1st meal)
12	10(iv)	Meal Allowance - six hours or more	5.62 (2nd meal)
13	31	Dusty Conditions	2.46 per shift
14	4(e)(i)	Payment for Meal Break on Day Shift Where Mill Runs Two Shifts	2.00 per shift

4. This variation shall take effect from the first pay period commencing on or after 14 October 2005.

T. M. KAVANAGH J.

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(283)

SERIAL C4089

DRAUGHTING EMPLOYEES, PLANNERS, TECHNICAL EMPLOYEES, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4556 of 2005)

The Honourable Justice Kavanagh

21 September 2005

VARIATION

1. Delete paragraphs 5.1.1(c) and 5.1.1(e) of subclause 5.1.1 of clause 5.1, Classifications and Rates of Pay, of the award, published 21 September 2001 (327 I.G. 1058), and insert in lieu thereof the following:

5.1.1

- (c) Schedule of Rates of Pay

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

5.1.1

- (e) State Wage Case Adjustments

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

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

2. Delete subclause 5.3.1 of clause 5.3, Apprentice Rates of Pay, and insert in lieu thereof the following:

Column 1	Column 2	Column 3	Column 4
4 year terms apprenticeship	Percentage of C10 Weekly Rate	Total Rate per week \$	Hourly Rate \$
First year	42	242.85	6.39
Second year	55	318.00	8.37
Third year	75	433.65	11.41
Fourth year	88	508.80	13.39

3. Delete clause 5.4, Junior Tracer Rates of Pay, and insert in lieu thereof the following:

5.4 Junior Tracer Rates of Pay

5.4.1 The minimum weekly wage rates for Junior Tracers shall be:

Column 1 Years of Age	Column 2 Percentage of C12 Weekly Rate %	Column 3 Total Rate per week \$
16 years of age and under	54	282.75
At 17 years of age	59	308.90
At 18 years of age	67	350.80
At 19 years of age	76	397.95
At 20 years of age	83	434.60

4. Delete the first paragraph appearing in subclause 5.7.2, Application of Technical Computing Allowance, of clause 5.7 Allowances and Special Rates, and insert in lieu thereof the following:

An allowance of \$29.35 shall be paid to any employee who is required to use technical computing equipment (as defined) to perform work of a complex nature. Work of a complex nature includes:

5. Delete subclause 5.7.3, Checking Work Allowance, of the said clause 5.7, and insert in lieu thereof the following:

5.7.3 Checking Work Allowance

A draughtsmen employed for the greater part of his/her time in checking the work of other draughtsmen shall be paid \$19.30 per week in addition to the rate to which he/she otherwise is entitled under this award.

6. Delete subclause 6.5.11, Meal Allowance, of clause 6.5, Overtime, and insert in lieu thereof the following:

6.5.11 Meal Allowance

An employee required to work beyond two hours after the usual finishing time of work shall be paid a meal allowance of \$9.70 for the first and each subsequent meal, or be provided with an adequate meal where the employer has his/her own cooking and dining facilities.

7. This variation shall take effect from the beginning of the first pay period to commence on or after 22 September 2005.

T. M. KAVANAGH *J.*

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(438)

SERIAL C4056**MANNEQUINS AND MODELS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop, Distributive and Allied Employees' Association, New South Wales, industrial organisations of employees, and another.

(Nos. IRC 3387 & 3388 of 2005)

Before Commissioner Murphy

2 September 2005

VARIATION

1. Delete subclause (a) of clause 4, Arbitrated Safety Net Adjustment of the award published 9 February 2001 (322 I.G. 172) and insert in lieu thereof the following:
 - (a) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (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 the amount \$60.00 appearing in subclause (c) and paragraph (iii) of subclause (i) of clause 5, Supported Wage, and insert in lieu thereof the following:

\$63.00
3. Delete Part B, Monetary Rates and insert in lieu thereof the following:

Table 1 - Rates of Pay

Description	Annual Leave \$	Total Rate \$
Single parades concluding up to and including 6.00pm	9.48	119.94
Single parades concluding after 6.00pm	10.20	132.41
Rehearsals	1.47	19.17
One showing - not exceeding two hours		
City	3.07	39.86
Suburbs	3.49	45.38
Half-day showing - not exceeding four hours		
City	5.30	68.78
Suburbs	5.71	74.26
Full-day showing - not exceeding eight hours		
City	9.27	120.60
Suburbs	9.71	126.41
Work performed before 9.00am or after 5.30pm	1.47	19.17
Evening showing independent of day showings	8.95	115.01
Not more than three consecutive hours, Monday to Friday, City plus Chatswood and Bondi	4.94	64.78
Suburbs excluding Chatswood and Bondi	5.67	74.22
Not more than one and a half consecutive hours, Saturday, City plus Chatswood and Bondi	2.96	38.30
Suburbs excluding Chatswood and Bondi	3.18	41.21
Work performed by other than in accordance with the above hours	1.53	19.96

Up to and including one hour	2.57	33.39
Up to and including two hours	4.55	59.07
Up to and including three hours	6.72	87.28
Up to and including four hours	8.68	112.29
Up to and including five hours	10.42	134.79
Up to and including six hours	12.59	163.42
Up to and including seven hours	14.22	182.32
Up to and including eight hours	16.35	212.76

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	3 Part A (iv) (a) and (b)	Comperes:	
		(a) not required to prepare own script	7.86
		(b) required to prepare own script	15.49
2	3 Part C	Fitting of garments other than on the day of Engagement	23.93 per hour
3	11 (i)	Travelling allowance when required to report direct to location site	6.77
	11 (iii)	Travelling allowance when work more than 40 kilometres from employer's main place of business	6.77
	11 (v)	Travelling allowance when suitable transport supplied	6.77

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

J. P. MURPHY, Commissioner.

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(665)

SERIAL C4005

TRANSPORT INDUSTRY - MIXED ENTERPRISES INTERIM (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4290 of 2005)

Before Mr Deputy President Sams

25 August 2005

VARIATION

1. Delete subclause 49.3 of clause 49, Commitment, of the award published 23 November 2001 (329 I.G. 748) and insert in lieu thereof the following:
 - 49.3 The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - 49.3.1 any equivalent over-award payments; and/or
 - 49.3.2 award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Wages

Division A - General Rates

Classification	Former Wage Rate per week \$	2005 SWC Adjustment \$	New Wage Rate per week \$
Transport Worker Grade One	514.40	17.00	531.40
Transport Worker Grade Two	528.00	17.00	545.00
Transport Worker Grade Three	537.40	17.00	554.40
Transport Worker Grade Four	545.60	17.00	562.60
Transport Worker Grade Five	568.70	17.00	585.70
Transport Worker Grade Six	574.00	17.00	591.00
Transport Worker Grade Seven	590.40	17.00	607.40
Transport Worker Grade Eight	620.90	17.00	637.90
Chauffeurs/drivers of vehicles used for the purpose of carrying persons	518.50	17.00	535.50

Youths employed in the capacity of a Transport Worker Grade One:

	Percentage of the Wage for a Transport Worker Grade One
At 18 years of age	75
At 19 years of age	85
At 20 years of age	90

Youths employed by members of the Tallow Manufacturers' Association:

	Percentage of the Wage for a Transport Worker Grade One
At 16 years of age	65
At 17 years of age	70
At 18 years of age	75
At 19 years of age	85
At 20 years of age	90

Table 2 - Allowances

Division B - Ready-Mixed Concrete Industry

Item No.	Clause No.	Brief Description	Former Amount \$	New Amount (+ 3.0%, 2005 SWC) \$
1	7.2.1	Driver agitator trucks	0.46	0.47 per hour
2	7.2.1	Maximum payment agitator trucks	17.86	18.40 per week
3	7.2.4	Delivery/placement of concrete rate	1.48	1.52 per hour

Table 3 - Allowances

Division C - Extra Payments

Item No.	Clause No.	Brief Description	Former Amount \$	New Amount (+ 3.0%, 2005 SWC) \$
1	7.3.1	Leading hands	28.06	28.90 per week
2	7.3.2	Collecting butchers bones, fat, etc.	5.81	5.98 per week
3	7.3.3	Extra horses	14.60	15.04 per horse per week
4	7.3.4	RTA employees attending compressors	4.12	4.24 per day or part thereof
5	7.3.5	Working in forests	18.30	18.85 per week
6	7.3.6.1.1	Long/wide loads	1.46	1.50 per hr or part thereof
7	7.3.6.1.1	Long/wide loads - minimum payment	5.81	5.98 per day
8	7.3.6.1.2	Long/wide loads	2.72	2.80 per hr or part thereof
9	7.3.6.1.2	Long/wide loads minimum payment	10.92	11.25 per day
10	7.3.6.2	Rear-end steering	4.03	4.15 per hr or part thereof
11	7.3.6.2	Rear-end steering minimum payment	15.92	16.40 per day
12	7.3.7	HIAB cranes, etc.	24.83	25.57 per wk
13	7.3.8	Removal and delivery of furniture, etc.	4.66	4.80 per day or part thereof
14	7.3.9	Handling of diapers - weekly employees	1.94	2.00 per week
15	7.3.9	Handling of diapers casual employees	0.39	0.40 per day

Table 4 - Other Work-Related Allowances

Item No.	Clause No.	Brief Description	Former Amount \$	New Amount (+3.0%, 2005 SWC) \$
1	19	Collecting moneys - \$30 - \$150	4.41	4.54 per week
2	19	Collecting moneys - \$150- \$250	6.21	6.40 per week
3	19	Collecting moneys - \$250 - \$400	8.90	9.17 per week
4	19	Collecting moneys - \$400- \$600	13.05	13.44 per week
5	19	Collecting moneys - over \$600	17.32	17.84 per week
6	20	Carrying money - on the level	0.86	0.89 per tonne
7	20	Carrying money - upstairs	1.28	1.32 per tonne
8	21	Carrying salt	0.86	0.89 per tonne or part thereof
9	22.1.1	Obnoxious materials - soda ash, etc.	0.77	0.79 per hour
10	22.1.2	Obnoxious materials - oxides	0.63	0.65 per hour
11	22.2	Obnoxious materials - loading and unloading	0.77	0.79 per hour
12	22.3	Obnoxious materials - transportation	0.42	0.43 per hour
13	22.7	Obnoxious materials - blast furnaces, etc.	0.65	0.67 per hour
14	42.1	First aid	1.89	1.95 per day

Table 5 - Reimbursement-Type Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	23.4.3	Overnight expenses	33.90 per day
2	23.5	Weekend/holiday expenses	31.45 per day
3	23.7	Camping out - weekly	73.10 per week
4	23.7	Camping out - daily	10.60 per day
5	24	Garaging	17.15 per week
6	18.2.1	Meals	9.35

Table 6 - Long Distance Rate

Long Distance Kilometre Rate

Old rate - cents/km	New rate - cents/km
26.60	27.37

3. This variation shall take effect from the first pay period commencing on or after 2 September 2005.

P. J. SAMS *D.P.*

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(576)

SERIAL C3948**RESTAURANT, &C., EMPLOYEES' RETAIL SHOPS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop, Distributive and Allied Employees' Association, New South Wales and another, industrial organisation of employees.

(No. IRC 3372 and 3373 of 2005)

Before Commissioner Cambridge

14 July 2005

VARIATION

1. Delete the amount "\$60.00" appearing in subclause (c) of clause 30, Supported Wage System for Workers with Disabilities, of the award published 31 August 2001 (327 I.G. 368), and insert in lieu thereof the following:

"\$61.00"

2. Delete clause 35, Wages, and insert in lieu thereof the following:

35. Wages

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

- (a) any equivalent overaward payments; and/or
- (b) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
3. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

Classification	Former Rate Per Week \$	SWC 2005 \$	Total Wage Per Week \$
Weekly Employees - Cafeteria (where food or refreshments for consumption on premises are self-served by customers) -			
Head Cook	515.20	17.00	532.20
Other Cooks	508.80	17.00	525.80
Cashier	500.10	17.00	517.10
Cafeteria Attendants	498.80	17.00	515.80
General Hands	498.80	17.00	515.80
Restaurants - Where five or more cooks are usually employed -			
Chef	540.60	17.00	557.60
Second Cook	523.70	17.00	540.70
Grill, Stove or Relief Cook	517.30	17.00	534.30

Sweet Cook	515.20	17.00	532.20
Assistant or Vegetable Cook	509.90	17.00	526.90
Where four cooks are usually employed -			
Chef	528.40	17.00	545.40
Second Cook	520.70	17.00	537.70
Grill, Stove, Relief Cook, or Sweets Cook	515.50	17.00	532.50
Assistant or Vegetable Cook	509.90	17.00	526.90
Where three cooks are usually employed -			
Chef	521.10	17.00	538.10
Second Cook	512.80	17.00	529.80
Assistant Cook	508.80	17.00	525.80
Where two cooks are usually employed			
Chef	515.10	17.00	532.10
Other Cook	508.80	17.00	525.80
Where one cook is usually employed	514.50	17.00	531.50
General Employees -			
Supervisor	512.30	17.00	529.30
Storeman	500.20	17.00	517.20
Bar Attendant	500.10	17.00	517.10
Cashier	500.10	17.00	517.10
Butcher of Larder Cook	517.30	17.00	534.30
Waiter/Waitress	498.80	17.00	515.80
Line maid or Seamstress	498.80	17.00	515.80
General Hand	498.80	17.00	515.80
Apprentices - Four year apprentice cooks -			
1st Year	177.80	3.0%	183.10
2nd Year	208.00	3.0%	214.20
3rd Year	259.30	3.0%	267.10
4th Year	309.60	3.0%	318.90
Apprentices - Three and one-half apprentice cooks -			
1st Year	177.80	3.0%	183.10
2nd Year	239.20	3.0%	246.40
3rd Year	290.00	3.0%	298.70
4th Year	313.20	3.0%	322.60

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	3(iii)	Meal Allowance	10.40
2	4(iv)(b)	General Shops - Loading for casual employees working on Saturday: Engagement up to and including 4 hours Engagement exceeding four hours	5.19 10.54
3	25(ii)	Laundering Allowance: Full-time employee Part-time and casual employee Maximum payment Laundering allowance for articles which do not require ironing: Full-time employee Part-time and casual employee Maximum payment	8.60 per week 2.90 per shift 8.60 per week 5.20 per week 1.75 per shift 5.20 per week
4	4(v)(c)(1)(A)	Proficiency - first occasion	1.96 per week
5	4(v)(c)(1)(B)	Proficiency - second occasion	3.14 per week
6	4(v)(c)(1)(C)	Proficiency - third occasion	4.02 per week

7	24(iii)	Qualified first aid attendant	1.36 per day
8	25(i)	Tool allowance - apprentices	0.62 per week

4. This variation shall commence from the first full pay period on or after 21 July 2005.

I. W. CAMBRIDGE, Commissioner.

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(4165)

SERIAL C4055**RETAIL INDUSTRY (STATE) TRAINING WAGE AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop, Distributive and Allied Employees' Association, New South Wales, industrial organisation of employees, and another.

(No. IRC 3376 & 3377 of 2005)

Before Commissioner Murphy

15 July 2005

VARIATION

1. Delete subclause (d) of Clause 7, Wages, of the award published 4 May 2001 (324 I.G. 529) and insert in lieu thereof the following:
 - (d) 'The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments, and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.'
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

PART B**MONETARY RATES****Table 1 - Monetary Rates - Skill Level A**

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

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

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

Table 2 - Monetary Rates - Skill Level B

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

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

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

Table 3 - Monetary Rates -Skill Level C

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

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

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

Table 4 - School-Based Traineeships

	Year of schooling	
	Year 11 \$	Year 12 \$
School based traineeships Skill Levels A, B and C	221.00	243.00

* Assumes that the average proportion of time spent in structured training is 20 per cent.

Table 5 - Hourly Rates for Trainees Who Have Left School

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

Table 6 - Hourly Rates for School-Based Traineeships

	Year of schooling	
	Year 11 \$	Year 12 \$
Wage levels A, B and C	7.27	7.99

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

J. P. MURPHY, Commissioner.

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(694)

SERIAL C3976

CROWN EMPLOYEES (PUBLIC SERVICE TRAINING WAGE) AWARD 2002

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Service Association and Professional Officers Association Amalgamated Union of New South Wales, an industrial organisation of employees.

(No. IRC 4255 of 2005)

Before The Honourable Justice Schmidt

22 August 2005

VARIATION

1. Delete paragraph (iv) of subclause (a) of clause 7, Wages of the award published 21 March 2003 (338 I.G. 900) and insert in lieu thereof the following:
 - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against any equivalent over-award payments and/or award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete the calculation in the Example of the calculation for the wage rate for a part-time traineeship in subclause (d) of Weekly Wage Rates, of clause 10, Wage Rates for Part-time and School-based Trainees, and insert in lieu thereof the following:

$$\frac{\$221 \times (15 - 3.5)}{28} = \$90.77 \text{ plus any applicable penalty rates under the relevant industrial instrument}$$

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

PART B

MONETARY RATES

Table 1 - Full-time Weekly Wage Rates

Diploma - Information Technology

Where the accredited training courses and work performance are for the purposes of generating skills that have been defined for work at Diploma level.

Classification	\$
Trainee - Information Technology Diploma level	496.00

Skill Level A -

Where the accredited training course and work performance are for the purpose of generating skills which have been defined for work at Skill level A:

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	173.00 (50%)* 202.00 (33%)	216.00 (33%) 243.00 (25%)	293.00
Plus 1 year out of School	243.00	293.00	340.00
Plus 2 years out of school	293.00	340.00	396.00
Plus 3 years out of school	340.00	396.00	453.00
Plus 4 years out of school	396.00	453.00	
Plus 5 years or more	453.00		

Skill Level B -

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

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	173.00 (50%)* 202.00 (33%)	216.00 (33%) 243.00 (25%)	283.00
Plus 1 year out of School	243.00	283.00	325.00
Plus 2 years out of school	283.00	325.00	382.00
Plus 3 years out of school	325.00	382.00	435.00
Plus 4 years out of school	382.00	435.00	
Plus 5 years or more	435.00		

Skill Level C -

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

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	173.00 (50%)* 202.00 (33%)	216.00 (33%) 243.00 (25%)	278.00
Plus 1 year out of School	243.00	278.00	312.00
Plus 2 years out of school	278.00	312.00	349.00
Plus 3 years out of school	312.00	349.00	390.00
Plus 4 years out of school	349.00	390.00	
Plus 5 years or more	390.00		

Figures in bracket indicate the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training that has been taken into account in setting the rate is 20%.

School Based Traineeships

	Year 11 \$	Year 12 \$
School based traineeships Skill levels A, B and C	221.00*	243.00*

* Assumes that the average proportion of time spent in structured training is 20%.

Table 2 - Hourly Wage Rates

Set out below are the hourly rates of pay for part-time or school-based trainees where the training is either fully off-the-job or where 20% of time is spent in approved training. These rates are derived from a 35 hour week. If the ordinary full time weekly hours are not 35, the appropriate hourly rate may be obtained by multiplying the rate in the table by 35 and then dividing by the ordinary full time hours.

Trainees who have left school:

Diploma - Information Technology

Where the accredited training courses and work performance are for the purposes of generating skills that have been defined for work at Diploma level.

Classification	\$
Trainee - Information Technology Diploma level - part-time	17.72

Skill Level A -

Where the accredited training course and work performance are for the purpose of generating skills which have been defined for work at Skill level A:

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	7.89	8.67	10.47
Plus 1 year out of School	8.67	10.47	12.14
Plus 2 years out of school	10.47	12.14	14.15
Plus 3 years out of school	12.14	14.15	16.18
Plus 4 years out of school	14.15	16.18	
Plus 5 years or more	16.18		

Skill Level B -

Where the accredited training course and work performance are for the purpose of generating skills which have been defined for work at Skill level B:

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	7.89	8.67	10.11
Plus 1 year out of School	8.67	10.11	11.61
Plus 2 years out of school	10.11	11.61	13.65
Plus 3 years out of school	11.61	13.65	15.54
Plus 4 years out of school	13.65	15.54	
Plus 5 years or more	15.54		

Skill Level C -

Where the accredited training course and work performance are for the purpose of generating skills which have been defined for work at Skill level C:

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	7.89	8.67	9.92
Plus 1 year out of School	8.67	9.92	11.14
Plus 2 years out of school	9.92	11.14	12.46
Plus 3 years out of school	11.14	12.46	13.93
Plus 4 years out of school	12.46	13.93	
Plus 5 years or more	13.93		

School-Based Trainees:

	Year 11 \$	Year 12 \$
School based traineeships Skill levels A, B and C	7.89	8.67

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

M. SCHMIDT J.

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(703)

SERIAL C3986**JEWELLERS AND WATCHMAKERS, &c. (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4406 of 2005)

Before Commissioner Tabbaa

2 September 2005

VARIATION

1. Delete subclause 7.7, of clause 7, Wages, of the award published 1 March 2002 (331 I.G. 1023) and insert in lieu thereof the following:
 - 7.7 The rates of pay in this Award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (a) any equivalent overaward payments; and/or
 - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

- (a) Adult Employees - All adult employees of a classification specified herein in any of the industries or sections thereof to which this award applies will, except as otherwise specified, be paid the total wage as contained in Column C:

Classification	Column A Classification Level \$	Column B Safety Net Adjustment \$	Column C Total Wage Per Week \$	Column D Hourly Award Rate \$
Process Worker	417.10	84.00	501.10	13.19
Watch/Clockmaker Tradesperson	492.20	86.00	578.20	15.22
Jeweller Tradesperson	492.20	86.00	578.20	15.22
Watch/Clockmaker Tradesperson, Special Class	533.90	86.00	619.90	16.31
Jeweller Tradesperson Special Class	533.90	86.00	619.90	16.31

(b) Unapprenticed Juniors:

Classification	Column A Percentage of Process Workers Minimum Classification Level %	Column B Total Wage Per Week \$
Under 16 years of age	36.8	184.40
At 16 years of age	47.3	237.00
At 17 years of age	57.8	289.65
At 18 years of age	68.3	342.25
At 19 years of age	82.5	413.40
At 20 years of age	97.7	489.55

(c) Apprentices:

Classification	Column A Percentage of Tradesperson Award Rate Level %	Column B Total Wage Per week \$	Hourly Award Rate \$
First year	42.0	242.85	6.39
Second year	55.0	318.00	8.37
Third year	75.0	433.65	11.41
Fourth year	88.0	508.80	13.39

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	7.3	Leading Hand in charge of - 3 to 10 employees 11 to 20 employees Over 20 employees	24.45 per week 36.85 per week 46.80 per week
2	7.4	Tool Allowances - Tradesperson 4th year apprentice 3rd year apprentice 2nd year apprentice 1st year apprentice	11.95 per week 10.55 per week 8.85 per week 6.55 per week 5.00 per week
3	9.3	Casual Saturday penalties: (i) Up to and including a four-hour engagement - Adult males and females Junior employees (ii) More than a four-hour engagement - Adult males and females Junior employees	5.15 per engagement 3.70 per engagement 10.40 per engagement 6.05 per engagement
4	11.1	Meal Allowance	\$7.30 per occasion
5	12.1	Bicycle Allowance	\$9.30 per week
		Motorcycle Allowance	\$29.35 per week
6	12.2	Car Allowance - Up to and including 2,000cc Over 2,000cc Allowance per kilometre travelled by car	\$98.20 per week \$116.80 per week \$0.30 per km.
7	12.2	Occasional use - Up to and including 2,000cc Over 2,000cc	\$0.44 per km. \$0.48 per km.

3. This variation shall take effect from the first full pay period to commence on or after 6 September 2005.

I. TABBAA, Commissioner.

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(143)

SERIAL C3987

COACHMAKERS, &c., ROAD AND PERAMBULATOR MANUFACTURERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4403 of 2005)

Before Commissioner Tabbaa

2 September 2005

VARIATION

1. Delete subclause (f) of clause 5, Wage Rates - Adults, of the award published 21 December 2001 (330 I.G. 629), and insert in lieu thereof the following:

(f)

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

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

PART B

MONETARY RATES

Table 1 - Wages

All adult employees of a classification specified herein employed in any of the Industries or sections thereof to which this award applies shall, except as otherwise specified, be paid the rate specified in this table.

Wage Group Level	Total Award Wage Rate \$
1	484.40
2	501.10
3	523.60
4	544.50
5	578.20
6	578.20
7	578.20

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	5(c)	Leading Hand allowance - Not less than 3 and not more than 10 employees	25.00 per week
2	5(c)	Leading Hand - More than 10 but not more than 20 employees	37.70 per week
3	5(c)	Leading Hand - More than 20 employees	48.10 per week
4	5(d)	Inspectors	23.45 per week
5	5(e)	Own hand tools allowance	11.19 per week
6	9(a)	Confined space allowance	0.56 per hour
7	9(b)(i)	Dirty work allowance	0.43 per week
8	9(b)(ii)	Dirty work rates - minimum payment	1.72 per day or shift
9	9(c)	Height money allowance	0.33 per hour
10	9(d)(i)(1)	Hot places allowance - temperature raised to 35° Celsius to 55° Celsius.	0.43 per hour
11	9(d)(i)(2)	Hot places allowance - temperature exceeds 55° Celsius	0.55 per hour
12	9(e)(i)	Handling glass or slag wool	0.54 per hour
13	9(e)(ii)(1)	Fibreglass work	0.43 per hour
14	9(e)(ii)(2)	Disability rate - second half of the day, per day or shift	1.76
14A	9(e)(ii)(2)	Disability rate - first half of the day or shift	3.53
15	9(f)	Drivers handling garbage allowance	0.43 per hour
16	9(g)	Livestock transport allowance	0.43 per hour
17	9(h)(i)	First-aid qualifications allowance	11.49 per week
18	15(h)	Overtime meal allowance	9.50 per meal
19	24(f)(ii)	Travelling time meal allowance	9.50 per meal

Table 3 - Monetary Rates - Skill Level A

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

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	207.00	227.00	274.00
Plus 1 year out of school	227.00	274.00	319.00
Plus 2 years	274.00	319.00	371.00
Plus 3 years	319.00	371.00	424.00
Plus 4 years	371.00	424.00	
Plus 5 years or more	424.00		

Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rates is 20 per cent.

Table 4 - Monetary Rates Skill Level B

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

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	207.00	227.00	264.00
Plus 1 year out of school	227.00	264.00	304.00
Plus 2 years	264.00	304.00	357.00
Plus 3 years	304.00	357.00	406.00
Plus 4 years	357.00	406.00	
Plus 5 years or more	406.00		

Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rates is 20 per cent.

Table 5 - Monetary Rates Skill Level C

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

School Leaver	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	207.00	227.00	257.00
Plus 1 year out of school	227.00	257.00	289.00
Plus 2 years	257.00	289.00	323.00
Plus 3 years	289.00	323.00	361.00
Plus 4 years	323.00	361.00	
Plus 5 years or more	361.00		

Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rates is 20 per cent.

3. Delete Appendix A - Skill Levels and insert in lieu thereof the following:

APPENDIX A

SKILLS LEVELS

Skills Level A -

Office Clerical
Commonwealth Public Sector Clerical
State Public Sector Clerical
Local Government Clerical
Finance, Property and Business Services

Skills Level B -

Wholesale and Retail
Recreation and Personal Services
Transport and Storage
Manufacturing

Skills Level C -

Community Services and Health

Pastoral

Environmental

Wholesale and Retail - Vehicle Repair Services and Retail Sector

4. This variation shall take effect from the first full pay period to commence on or after 2 September 2005.

I. TABBAA, Commissioner.

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(697)

SERIAL C4054

VEHICLE INDUSTRY - REPAIR SERVICES AND RETAIL (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Shop, Distributive and Allied Employees' Association, New South Wales, industrial organisation of employees, and another.

(No. IRC 3384 & 3385 of 2005)

Before Commissioner Murphy

15 July 2005

VARIATION

1. Delete subclause (b) of clause 6, Wage Rates of the award published 22 November 2002 (337 I.G. 65), and insert in lieu thereof the following:
 - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2005. These adjustments may be offset against:
 - (i) any equivalent overaward payments; and/or
 - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

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

PART B

MONETARY RATES

Table 1 - Wages - Adult Weekly Employees

Wage Group Level	Total Rate Per Week \$
1	484.40
2	501.10
3	544.50
4	560.30

Table 2- Wages - Junior Weekly Employees

Classification	Percentage	Rate Per Week \$
GROUP B	(Percentage of Level 1)	
Under 17 years	47.5	230.10
At 17 years	50	242.20
At 18 years	62.5	302.75
At 19 years	75	363.30
At 20 years and over	87.5	423.85
GROUP A	(Percentage of Level 3)	
Under 17 years	47.5	258.65
At 17 years	50	272.25
At 18 years	62.5	340.30
At 19 years	75	408.40
At 20 years and over	87.5	476.45

Table 3 - Wages - Casual Driveway Attendants

Classification	Percentage %	Rate per hour \$
RATE 1 - Monday to Friday -		
Under 18 years	50	8.08
At 18 years	62.5	10.10
At 19 years	75	12.12
At 20 years and over	100	16.16
RATE 2 - Saturday, Sunday and Public Holiday -		
Under 18 years	50	10.41
At 18 years	62.5	13.01
At 19 years	75	15.61
At 20 years and over	100	20.81
RATE 3 - Overtime -		
Under 18 years	50	4.36
At 18 years	62.5	5.45
At 19 years	75	6.54
At 20 years and over	100	8.72
RATE 4 - Console Allowance		
Under 18 years	50	0.30
At 18 years	62.5	0.30
At 19 years	75	0.29
At 20 years and over	100	0.29

Table 4 - Wages - Casual Console Operators

Classification	Percentage %	Rate per hour \$
RATE 1 - Monday to Friday -		
Under 18 years	50	9.04
At 18 years	62.5	11.29
At 19 years	75	13.55
At 20 years and over	100	18.07
RATE 2 - Saturday, Sunday and Public Holiday -		
Under 18 years	50	11.61
At 18 years	62.5	14.51
At 19 years	75	17.41
At 20 years and over	100	23.21
RATE 3 - Overtime -		
Under 18 years	50	4.98
At 18 years	62.5	6.22
At 19 years	75	7.46
At 20 years and over	100	9.95

Table 5 - Wages - Training - Skill Level A

Skills Level A - Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level A.

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	173.00 (50%)* 202.00 (33%)	216.00 (33%) 243.00 (25%)	293.00
Plus 1 year out of school	243.00	293.00	340.00
Plus 2 years	293.00	340.00	396.00
Plus 3 years	340.00	396.00	453.00
Plus 4 years	396.00	453.00	
Plus 5 years or more	453.00		

Table 6 - Wages - Training - Skill Level B

Skills Level B - Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level B.

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
School Leaver	173.00 (50%)* 202.00 (33%)	216.00 (33%) 243.00 (25%)	283.00
Plus 1 year out of school	243.00	283.00	325.00
Plus 2 years	283.00	325.00	382.00
Plus 3 years	325.00	382.00	435.00
Plus 4 years	382.00	435.00	
Plus 5 years or more	435.00		

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

Table 7 - Allowances

Item No.	Clause No.	Brief Description	Amount \$
1	6(1)(c)	Console Allowance	8.90 per week
2	6(1)(d)	Leading Hand Allowance - In charge of - 3 to 10 employees 11 to 20 employees 21 or more employees	25.10 per week 37.80 per week 48.05 per week
3	10(a)	Confined spaces	0.56 per hour
4	10(b)(i)	Dirty work	0.43 per hour
5	10(b)(ii)	Dirty work - minimum payment any day/shift	1.71 day/shift
6	10(c)(i)(1)	Hot places - 46 - 54 degrees Celsius	0.43 per hour
7	10(c)(i)(2)	Hot places - in excess of 54 degrees Celsius	0.56 per hour
8	10(d)	Livestock transports - working on stock compartments	0.43 per hour
9	10(e)	First Aid Qualifications	11.54 per week
10	10(g)	Handling glass or slagwool	0.56 per hour
11	18(j)(i)	Meal Allowance - first and each subsequent meal	10.40 per meal
12	27(a)(iv)	Travelling time - vehicle allowance	0.56 per km
13	27(d)(i)	Travelling expense - meal allowance	10.40 per meal

Table 8 - Hourly Rates for Trainees Who Have Left School

SKILL LEVEL A	Year 10 \$	Year 11 \$	Year 12 \$
School leaver	7.27	7.99	9.64
Plus 1 year after leaving school	7.99	9.64	11.18
Plus 2 years	9.64	11.18	13.03
Plus 3 years	11.18	13.03	14.90
Plus 4 years	13.03	14.90	
Plus 5 years or more	14.90		
SKILL LEVEL B			
School leaver	7.27	7.99	9.31
Plus 1 year after leaving school	7.99	9.31	10.69
Plus 2 years	9.31	10.69	12.57
Plus 3 years	10.69	12.57	14.31
Plus 4 years	12.57	14.31	
Plus 5 years or more	14.31		

3. Delete subclause (c) of clause 43, Supported Wage, and insert in lieu thereof the following:
- (c) Supported Wage Rates - Employees to whom this clause applies shall be paid the appropriate percentage of the minimum rate of pay prescribed by this award for the class of work which the person is performing according to the following schedule:

Assessed Capacity- (subclause (d))	% Of Prescribed Award Rate
10%*	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

(Provided that the minimum amount payable shall not be less than \$61.00 per week.)

* Where a person's assessed capacity is 10 per cent, they shall receive a high degree of assistance and support.

4. Delete paragraph (iii) of subclause (i) of the said clause 43 and insert in lieu thereof the following:
- (iii) The minimum amount payable to the employee during the trial period shall be no less than \$61.00 per week.
5. This variation shall take effect from the first full pay period to commence on or after 15 July 2005.

J. P. MURPHY, Commissioner.

(1639)

SERIAL C3774

**SYDNEY OLYMPIC PARK VISITORS SERVICES (STATE) AWARD
2002**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2225 of 2005)

Before Commissioner McKenna

2 June 2005

VARIATION

1. Delete subclause (i) of clause 7, Casual Employees, of the award published 27 September 2002 (336 I.G. 505), and insert in lieu thereof the following:
 - (i) Subject to subclause (v) of this clause, a casual employee is an employee engaged and paid as such. A casual employee shall be paid at an hourly equal to the appropriate weekly-employee ordinary hours, weekly rate, divided by 38 plus a 21½% loading, for all hours worked Monday to Sunday, regardless of start and finish times.
2. This variation shall take effect on or from 1 May 2005 and shall remain in force for the duration of the term of the principal award.

D. S. McKENNA, Commissioner.

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(759)

SERIAL C3825**NURSING HOMES, &c., NURSES' (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Aged and Community Services Association of NSW and ACT Incorporated, industrial organisation of employers and another.

(No. IRC 3069 and 3870 of 2003)

Before The Honourable Justice Wright, President

6 July 2005

VARIATION

1. Insert in numerical order in Part A of the Arrangement of the Nursing Homes, &c., Nurses' (State) Award made 29 March 2005, as varied, reference to a new clause 10A as follows:

10A. Continuing Education Allowance
Table 3 - Continuing Education Allowances:

2. Insert after clause 10, Special Allowances, the following new clause 10A:

10A. Continuing Education Allowance

- (i) A registered nurse or enrolled nurse who holds a continuing education qualification in a clinical field, in addition to the qualification leading to registration or enrolment, shall be paid an allowance subject to the conditions set out in this clause.
- (ii) The qualification must be accepted by the employer to be directly relevant to the competency and skills used by the employee in the duties of the position.
- (iii) The allowance is not payable to Deputy Directors of Nursing or Directors of Nursing unless it can be demonstrated to the satisfaction of the employer that more than fifty per cent of the employee's time is spent doing clinical work.
- (iv) The allowance is not payable to Clinical Nurse Specialists, Clinical Nurse Consultants or Clinical Nurse Educators.
- (v) An RN or EN holding more than one relevant qualification is only entitled to the payment of one allowance, being the allowance of the highest monetary value.
- (vi) The employee claiming entitlement to a continuing education allowance must provide evidence to the employer that they hold that qualification.
- (vii) An RN who holds a relevant postgraduate certificate in a clinical field (not including a hospital certificate) that is accepted by the employer to be directly relevant to the competency and skills used by the RN in carrying out the duties of the position shall be paid a weekly allowance as set out in Item 1 of Table 3, Continuing Education Allowances of Part B, Monetary Rates.
- (viii) An RN who holds a relevant postgraduate diploma or degree in a clinical field (other than a nursing undergraduate degree) that is accepted by the employer to be directly relevant to the competency and skills used by the RN in carrying out the duties of the position shall be paid a weekly allowance as set out in Item 2 of Table 3, Continuing Education Allowances of Part B, Monetary Rates.
- (ix) An RN who holds a relevant master's degree or doctorate in a clinical field that is accepted by the employer to be directly relevant to the competency and skills used by the RN in carrying out the duties of the position shall be paid a weekly allowance as set out in Item 3 of Table 3, Continuing Education Allowances of Part B, Monetary Rates.

- (x) An EN who holds a relevant certificate IV qualification in a clinical field (not including a certificate IV qualification which has the effect of upgrading the qualification leading to enrolment) that is accepted by the employer to be directly relevant to the competency and skills used by the EN in carrying out the duties of the position shall be paid a weekly allowance as set out in Item 4 of Table 3, Continuing Education Allowances of Part B, Monetary Rates.
- (xi) The allowances set out in sub-clauses (vii), (viii), (ix) and (x) hereof are not included in the employee's ordinary rate of pay and will not constitute part of the all-purpose rate.
- (xii) A registered nurse or enrolled nurse who is employed on a part-time or casual basis shall be paid these allowances on a pro rata basis.
- (xiii) The rates for these allowances shall be adjusted in accordance with increases in other wage-related allowances contained in this award.
- (xiv) Where a disagreement or dispute arises concerning the eligibility of an employee for payment of a continuing education allowance, and such disagreement or dispute is not resolved by the process set out in sub-clauses (i) and (ii) of clause 44, Resolution of Disputes, negotiations between the employer and the Association must occur prior to referral to the Industrial Relations Commission for determination.
3. Insert after Table 2 - Other Rates and Allowances of Part B, Monetary Rates the following new Table 3 - Continuing Education Allowances:

Table 3 - Continuing Education Allowances:

Item No.	Brief Description	Clause No.	Current Rate (\$)	Column 1: Beginning FPP commencing on or after 06.07.05 (\$)	Column 2: Beginning FPP commencing on or after 30.03.06 (\$)
1	Continuing education allowance: RN	10A(vii)	-	15.00 per week	15.90 per week
2	Continuing education allowance: RN	10A(viii)	-	25.00 per week	26.50 per week
3	Continuing education allowance: RN:	10A(ix)	-	30.00 per week	31.80 per week
4	Continuing education allowance: EN	10A(x)	-	10.00 per week	10.60 per week

4. The variations set out herein shall take effect from the beginning of the first full pay period commencing on or after 6 July 2005.

F. L. WRIGHT *J, President.*

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ICE CREAM MAKERS (STATE) AWARD

Erratum to Serial C2021 published 15 August 2003

(340 I.G. 986)

(No. IRC 3471 of 2003)

ERRATUM

1. For Item 2 appearing in Table 2 - Other Rates and Allowances, substitute the following:

2	Casual employees - Casual employees shall be paid one-thirty eighth of the appropriate weekly wage, plus 20 per cent thereof per hour.	
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M.G. GRIMSON, Industrial Registrar.

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ICE CREAM MAKERS (STATE) AWARD

Erratum to Serial C3140 published 26 November 2004

(347 I.G. 535)

(No. IRC 4097 of 2004)

ERRATUM

1. For Item 2 appearing in Table 2 - Other Rates and Allowances, substitute the following:

2	Casual employees - Casual employees shall be paid one-thirty eighth of the appropriate weekly wage, plus 20 per cent thereof per hour.	
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M.G. GRIMSON, Industrial Registrar.

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(1532)

SERIAL C4133

**AUSTRALIAN RED CROSS BLOOD SERVICE EMPLOYEES (STATE)
AWARD**

Erratum to Serial C3833 published 21 October 2005

(354 I.G. 732)

(No. IRC 1854 of 2005)

ERRATUM

1. For the rate of pay for 6th year Trainee Scientist appearing in Table 1 - Salary Rates, substitute the following:

6th year	750.90	39,181	780.90	40,746
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2. For the rate of pay for Scientist - On-call per 24 hours appearing in Table 1 - Salary Rates, substitute the following:

Scientist - On-call per 24 hours	8.00		8.30	
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G. M. GRIMSON *Industrial Registrar.*

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(4242)

SERIAL C4123

**ARMAGUARD NSW (CLERICAL AND ADMINISTRATIVE)
ENTERPRISE AWARD, 2002-2004**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 4151 of 2005)

Before Mr Deputy President Grayson

4 October 2005

ORDER OF RESCISSION

The Industrial Relations Commission of New South Wales orders that the Armaguard NSW (Clerical and Administrative) Enterprise Award, 2002-2004 published 23 May 2003 (339 I.G. 546) as varied, be rescinded on and from 4 October 2005.

J. P. GRAYSON *D.P.*

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SERIAL C4096

**ENTERPRISE AGREEMENTS APPROVED BY THE INDUSTRIAL
RELATIONS COMMISSION**(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)**EA05/289 - Strandbags Distribution Centre Enterprise Agreement 2005**

Made Between: Strandbags Group Pty Ltd -&- the National Union of Workers, New South Wales Branch.

New/Variation: Replaces EA03/149.

Approval and Commencement Date: Approved and commenced 7 September 2005.

Description of Employees: The agreement applies to all employees employed by Strandbags Group Pty Limited, located at Level 1, South Tower, 2 Minna Close, Austlink Corporate Park, Belrose NSW 2085, in respect of employees working in the classifications contained within the Enterprise Agreement, and who are employed at the Strandbags Distribution Centre, who fall within the coverage of the Storemen and Packers General (State) Award.

Nominal Term: 20 Months.

EA05/290 - Shinagawa Refractories Australasia Pty Ltd Unanderra Berkeley Road Enterprise Agreement 2005

Made Between: Shinagawa Refractories Australasia Pty Ltd -&- the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, Electrical Trades Union of Australia, New South Wales Branch, The Australian Workers' Union, New South Wales, The Federated Brick, Tile and Pottery Industrial Union of Australia, New South Wales Branch.

New/Variation: Replaces EA02/310.

Approval and Commencement Date: Approved and commenced 26 September 2005.

Description of Employees: The agreement applies to all employees employed by Shinagawa Refractories Australasia Pty Ltd, at its Unanderra Berkeley Road site the unions and the employees eligible to become members of the Unions who are performing work under classifications who fall within the coverage of the Metal, Engineering and Associated Industries (State) Award, Refractory Industry (State) Award.

Nominal Term: 15 Months.

EA05/291 - Woollahra Municipal Council Business Centre Team Enterprise Agreement 2005-2008

Made Between: Woollahra Municipal Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union.

New/Variation: New

Approval and Commencement Date: Approved and commenced 16 September 2005.

Description of Employees: The agreement applies to all employees employed by Woollahra Municipal Council, in its Business Centre Teams, who fall within the coverage of the Local Government (State) Award 2004.

Nominal Term: 36 Months.

EA05/292 - Woollahra Municipal Council Mechanical Workshop Enterprise Agreement

Made Between: Woollahra Municipal Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union.

New/Variation: Replaces EA01/110.

Approval and Commencement Date: Approved and commenced 26 August 2005.

Description of Employees: The agreement applies to all employees employed by Woollahra Municipal Council, in its Mechanical Workshop, a distinct operational unit servicing Council's motor vehicles, plant and equipment, who fall within the coverage of the Local Government (State) Award 2004.

Nominal Term: 36 Months.

EA05/293 - Neaves Electrical Constructions Pty Limited Enterprise Agreement 2005

Made Between: Neaves Electrical Constructions -&- the Electrical Trades Union of Australia, New South Wales Branch.

New/Variation: New.

Approval and Commencement Date: Approved and commenced 11 August 2005.

Description of Employees: The agreement applies to all employees employed by Neaves Electrical Construction, located at 9, Shiral Avenue, Kanahooka NSW 2530, who are engaged upon construction work within regional NSW, who fall within the coverage of the Electrical, Electronic and Communications Contracting Industry (State) Award.

Nominal Term: 4 Months.

EA05/294 - One Steel Sydney Steel Mill Employee Relations Agreement 2005

Made Between: Onesteel NSW Pty Limited -&- The Australian Workers' Union, New South Wales .

New/Variation: Replaces EA04/72.

Approval and Commencement Date: Approved and commenced 30 September 2005.

Description of Employees: The agreement applies to all production and maintenance employees and apprentices employed by OneSteel NSW Pty Limited, located at 22, Kellogg Road, Rooty Hill NSW 2766.

Nominal Term: 35 Months.

EA05/295 - Illawarra Industrial Instrumentation Pty Ltd Electrical Construction Enterprise Agreement 2005-2008

Made Between: Illawarra Industrial Instrumentation -&- Scott Allen, Darren Bain, Michael Bill, James Brown, Scott Cooper, Sreven Dennis, Paul Farrington, Paul Fleming, Wayne Gant, Andrew Garkut, Kenneth Harper, Peter Harper, Brett Heycox, Danny Hol, Robert Jones, Gary Knell, Chris Lewis, Stephen McCormack, Paul Mears, Michael Morgan, Shane Murray, Andrew Smith, Darren Temple, Stephen Tully, Graham Van Niekerk.

New/Variation: Replaces EA00/213.

Approval and Commencement Date: Approved and commenced 13 October 2005.

Description of Employees: The agreement applies to all employees employed by Illawarra Industrial Instrumentation Pty Ltd, located at 6, Waverley Drive, Unanderra NSW 2526, who are engaged upon construction work within the Illawarra Region, this includes both wages and supervisory staff in summary this includes: Electricians, Senior Electricians, Technicians, Senior Technicians, Site and Service Supervisors, who fall within the coverage of the Electrical, Electronic, and Communications Contracting Industry (State) Award.

Nominal Term: 35 Months.

EA05/296 - Hunter Community Legal Centre Enterprise Bargaining Agreement 2005

Made Between: Hunter Community Legal Centre Inc -&- the Australian Services Union of N.S.W..

New/Variation: New.

Approval and Commencement Date: Approved 23 September 2005 and commenced 1 January 2005.

Description of Employees: The agreement applies to all employees employed by Hunter Community Legal Centre, who fall within the coverage of the Social and Community Services Employees (State) Award.

Nominal Term: 12 Months.

EA05/297 - The Wrigley Company Pty Limited Manufacturing Stream Enterprise Agreement 2005-2007

Made Between: The Wrigley Company Pty Limited -&- the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch.

New/Variation: Replaces EA99/10

Approval and Commencement Date: Approved and commenced 17 August 2005.

Description of Employees: The agreement applies to all employees employed by The Wrigley Company Pty Limited, engaged in all manufacturing activities conducted by the company operating from the Asquith premises, who fall within the coverage of the Confectioners (State) Award.

Nominal Term: 19 Months.

Printed by the authority of the Industrial Registrar.